



02-07-08

Michigan Department of Labor & Economic Growth
Workforce Transition Division
Rapid Response Section
201 N. Washington Square
Lansing, Michigan 48913

RE: Notice of Mass Layoff

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to employees and certain government units or officials of a pending mass layoff.

Earlier this year, Flint Packaging was informed by its major customer of their intentions to in-source a majority of business that is currently handled by third-party packagers. The company carefully analyzed this situation and its available options, and it is with regret that I must report to you that the company has decided to substantially reduce its operations at the Flint Packaging Division, located in Burton, MI. As a result, we anticipate that we will permanently lay off approximately 60 employees over the next seven months, beginning as early as April 7, 2008 and continuing through July 23, 2008. Affected positions consist of the following:

Union Classifications / Positions Affected:

Inventory Associates	General Production	Fork Truck Drivers
Receiving Associates	Shipping Associates	Lead Level (I, II, and III)
Technical Operators	Technical Leads	Maintenance Associates

Salaried Positions / Support Positions Affected:

Administration	Inventory Control	Information Technology
Procurement	New Business	Customer Service
Sales / Design	Quality	Supervision/Management

Flint Boxmakers Division

11000 E. Broad Rd., Burton, MI 48029
734-743-4100
810-743-0400 • fax 810-743-2577

Flint Packaging Division

60055 E. Broad Rd., Burton, MI 48029
1100 E. Broad Rd., Flint, MI 48501
810-743-4500 • fax 810-743-2580

Delta Containers Division

1400 Eddy St., Bay City, MI 48708
P.O. Box 623 Bay City, MI 48707
989-894-2854 • fax 989-894-5549

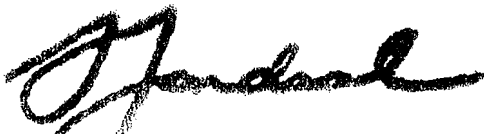
www.landaal.com

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Except for hourly bargaining employees whose bumping rights are governed by seniority provisions contained in the bargaining agreement, employees do not have bumping rights. The plant's hourly bargaining employees are represented by the United Steel, Paper and Forest, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union. The International representative of this union is Fred Norris. His address is 13233 Hancock Drive, Taylor, MI 48180.

The Company is reviewing options to offer severance benefits and transition programs (including outplacement services) to affected employees. It is our hope that these programs will lessen the impact of the mass layoff on individual employees and on the community as a whole. Should you have any questions, please contact our human resource department at (810) 223-0743, Karren Crawford.

Sincerely,



Stephen S. Landaal
Executive Vice-President