

WARN NOTIFICATION

COPY

Government Notice – State of Michigan Dislocated Worker Unit

Ms. Deborah Hennessey
Michigan Department of Labor and Economic Growth
Bureau of Workforce Programs
201 North Washington Square, 5th Floor
Lansing, MI 48913

December 18, 2008

**Re: Notice Pursuant to the Workers Adjustment and Retraining Act of 1988
("WARN")**

In compliance with the federal Worker Adjustment and Retraining Notification Act ("WARN"), this is to notify you that Shape Corporation's facility located at 1900 Hayes, 1835 Hayes, 172nd Street, 1835 Industrial, 1825 Industrial, Grand Haven, Michigan will be experiencing a mass layoff. We hope to accomplish this mass layoff with the least possible disruption to our employees and the community.

According to the best information available, Shape Corporation will temporarily layoff 456 employees on December 19, 2008. A list of the affected positions and the number of affected employees in those positions is attached. (*Exhibit A*). Employees do not have bumping rights. We are giving less than 60 days' notice because the decline in our business and recent decisions by auto manufactures to close assembly plants has been sudden, dramatic, unexpected, and unforeseen by Shape Corporation, and outside of Shape's control.

If you have any questions about the layoffs, please contact Doug Peterson at (616) 844-3225.

Sincerely,



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RAPID RESPONSE
WORKFORCE PROGRAMS

Temporarily Laid-Off Employees of Shape Corp. as of 12-19-2008 (Appendix A)

Apprentices-12
Coil Hangers-1
Electricians-12
Machine Repairman-9
Fabricators-1
Hangcrs-7
Janitors-2
Lubricators-2
Machine Operators-13
Utility Maintenance-2
Material Handlers-20
Manufacturing Tech.-192
Packers-20
Press Operators-7
Q.A.Techs-15
Shipping/Receiving-13
Rollform Operators-61
Stockroom Clerks-2
Tool&Die Makers-12
Weld Techs-14
Quality Engineers-6
Program Managers-2
Manufacturing Engineers-6
Tool Engineers-2
Gage Techs-2
CMM Operators-2
Administrative Assistants-3
Trainer-1
Safety-1
Packaging Engineer-1
CAD Operators-2
Product Development Engineers-5
Production Leaders-6