



NORTH AMERICAN OPERATIONS

GRAND TRAVERSE STAMPING

January 13, 2010

CERTIFIED MAIL/Return Receipt Requested

Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th Floor
P.O. Box 30004
Lansing, Michigan 48909

RECEIVED IN

JAN 15 2010

RAPID RESPONSE

Dear Ms. Canfora:

Pursuant to the requirements of the Worker Adjustment and Retraining Notification Act (the "WARN Act"), this letter is being provided to notify you of the anticipated reduction in force at AEES, Inc.'s ("AEES" or "Company") Grand Traverse Stamping facility located at 2707 Aero Park Drive, Traverse City, Michigan 49686. By providing this notice, the Company does not concede or admit that the Act applies or that notice is otherwise required. We expect the reduction in force to commence on or about March 1, 2010 and to be completed by June 30, 2010.

This is anticipated to be a permanent layoff of the affected employees and will involve the closing of the GTS Traverse City operating unit. A total of approximately 24 employees are anticipated to be separated from their employment with the Company. The anticipated layoff schedule is as follows:

<u>Job Title</u>	<u>Number of Employees</u>	<u>Date of Separation</u>
Press Operator	3	02/26/2010-04/30/2010
Die Repair/Tool Room	9	02/26/2010-04/30/2010
Lab Technicians	2	03/01/2010-04/30/2010
Warehouse Associate	1	03/26/2010-05/30/2010
Customer Service	3	03/26/2010-06/30/2010
Controller	1	06/01/2010-06/30/2010
Quality Manager	1	06/01/2010-06/30/2010
Production Support Supervisor	1	04/01/2010-05/30/2010
HR EHS Site Lead	1	06/01/2010-06/30/2010
Mgr of Mfg. Processes	1	06/01/2010-06/30/2010
Plant Manager	1	06/01/2010-06/30/2010



AEES has already advised all of the affected employees of this situation. At this location AEES's employees are not represented by a union and do not have any bumping rights.

In the event business circumstances should change, the company reserves its right to cancel the anticipated layoff and will let you know as soon as practical of any material changes.

Should you require further information regarding the planned reductions in force, you may contact me at 231-929-4215.

Very truly yours,

A handwritten signature in black ink, which appears to read "Jessica Butler". The signature is written in a cursive, flowing style.

Jessica Butler

HR EHS Site Lead



AEES Automotive
Engineered Plastic Components
53150 North Main Street
Mattawan, MI 49071
Tel: (269) 668-3397
Fax: (269) 668-8101

January 8, 2010

CERTIFIED MAIL/Return Receipt Requested

Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th Floor
P.O. Box 30004
Lansing, MI 48909

Re: Extension of November WARN Notice

Dear Ms. Canfora:

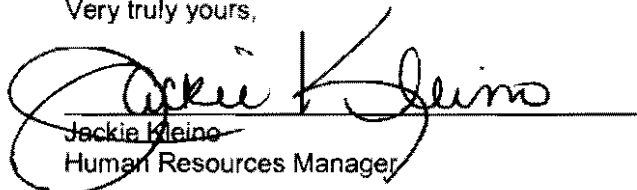
This letter is in reference to the WARN notice you received from AEES, Inc. ("AEES" or "Company") in November.

Pursuant to the requirements of the Worker Adjustment and Retraining Notification Act (the "WARN Act"), the Company hereby notifies you and the State of Michigan that the date we expected the reductions in force to commence has been postponed from the two-week period beginning January 15, 2010 and ending January 29, 2010 to the two-week period beginning February 12, 2010 and ending February 26, 2010. The reason for this postponement is that there has been a temporary increase in customer orders recently that require the Company to continue production past the original dates of the layoffs.

By providing this notice, the Company does not concede or admit that the WARN Act applies, or that this notice or the November Notice is otherwise required. All other provisions of the November Notice remain in effect.

Should you require further information regarding the planned reductions in force, you may contact me at 269-668-3397 Ext. 314.

Very truly yours,


Jackie Kleino
Human Resources Manager

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JAN 14 2010

RAPID RESPONSE