



March 13, 2007

Dear Community Leader:

I regret to inform you that after careful evaluation of a significant loss of business from a major customer, it has been decided that Masonite's door fabrication facility in Toledo, OH will be closed on May 14, 2007.

This decision was made only after a thorough review of the alternatives and will impact all of the employees at the Toledo Door Fabrication facility. This was a difficult decision because of the impact it has on employees, their families and the community. A copy of the official Warn Notification that each employee received is attached.

The decision to close the Toledo facility has not been an easy one. Toledo has a strong team that has worked very hard and has celebrated many successes. Unfortunately, business conditions beyond the control of employees necessitate that Masonite cease production at the facility.

Our focus going forward will be on the transition for our customers and employees. Employees will be eligible for severance, extended benefits and outplacement assistance.

If you wish to contact me directly, please call 419-536-6680.

Sincerely,

A handwritten signature in black ink, appearing to read "J Kingry", is written over a light blue horizontal line.

Jim Kingry  
Vice President  
Door Fabrication Division

Attachment: WARN Termination Notification



March 13, 2007

Dear Masonite Toledo Team Member:

**RE: WARN Termination Notification**

This letter is a legally required notice in accordance with the Federal Worker Adjustment and Retraining Notification Act (WARN) of 1988, concerning the closure of the Toledo Door Fabrication facility, Toledo, Ohio owned by Masonite located at 830 North Westwood Avenue, Toledo, OH 43607. It has been announced that all production at the facility will stop.

This permanent closure will affect 79 employees at the Toledo facility. As a result, your employment is scheduled to terminate on May 14, 2007. It is possible that this schedule may change as the cessation of production proceeds and your actual termination date may occur either earlier than or later than the above date. If there are any changes in this date, you will be notified in writing regarding your termination date.

If you have any questions about this announcement or need to talk to someone, I encourage you to talk with your Supervisor, Bobbi Balser, Denny Hoffman, Steve Anhalt or me.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Kingry", is written over a horizontal line.

Jim Kingry  
Vice President  
Door Fabrication