



NOBLE  
INTERNATIONAL, LTD.

November 06, 2007

Deborah Hennessey, Section Chief  
Rapid Response Section  
Bureau of Workforce Programs  
Michigan Department of Labor & Economic Growth  
Victor Office Center - Fifth Floor  
201 N. Washington Square  
Lansing, Michigan 489133

Dear Ms. Hennessey:

I regret to inform you that Noble Metal Processing is permanently closing its facility located at 1600 Stieve Drive, South Haven, Michigan. While some lay-offs will commence on or about January 15, 2008, we forecast that it will take until sometime in the third or fourth quarter of 2008 to complete the plant closing process and all employees will be permanently laid off. This notice is being provided to you in accordance with the terms of the Worker Adjustment and Retraining Notification (WARN) Act, 29 USC § 2101 et seq.

A list of all employee classifications affected by the plant closing and the number of employees in each job classification is attached hereto. There are no bumping rights available for the affected non-represented employees. Bumping rights for employees represented by UAW Local 1210 will be administered in accordance with the provisions of the collective bargaining agreement.

Unionized employees at the South Haven facility are represented by The International Union, United Automobile, Aerospace & Agricultural Implement Workers of America and its Local No. 1210. The International Union's chief elected officer is Ronald Gettelfinger and the Local Union's chief elected officer is Ken Duda, President of Local No. 1210.

If you need further information regarding the plant closing and/or layoffs you can write me at 28207 Van Dyke Avenue, Warren, MI 48093, or call me at (586) 834-2012.

Sincerely,

Tom Davenport  
Vice President Human Resources

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RAPID RESPONSE  
WORKFORCE PROGRAMS

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<u>Job Titles</u>	<u>Number of Employees</u>
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General Production	150
Roll Mill Oper/Setup	17
Automated Production	3
Material Handling	11
Quality Techs	5
Shipping	6
Janitor	1
Technical Service/Maint	22
Salaried/Mgt	32