



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

June 3, 2010

CERTIFIED MAIL/Return Receipt Requested
Fax – 517-373-4648
Email vancep1@michigan.gov

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

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. ("AEES" or "Company")'s EPC Mattawan facility located at 53150 N. Main, Mattawan, Michigan 49071. By providing this notice, the Company does not concede or admit that the WARN Act applies or that notice is otherwise required. We expect the reduction in force to commence on or about August 3, 2010, and to be completed by on or about August 17, 2010.

This is anticipated to be a permanent layoff of the affected employees and involves the closing of the EPC Mattawan operating unit. A total of approximately 4 employees are anticipated to be separated from their employment with the Company at this time. The anticipated layoff schedule is as follows:

| <u>Job Title</u> | <u>Number of Employees</u> | <u>Date of Separation</u> |
|--------------------------------------|----------------------------|---------------------------|
| Superintendent Manufacturing | 1 | 08/3/10 |
| Manufacturing Engineer | 1 | 08/3/10 |
| Program Manager | 1 | 08/3/10 |
| Quality Customer Service Coordinator | 1 | 08/3/10 |

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RAPID RESPONSE

AEES has already advised all of the affected employees of this situation and is providing notices in accordance with the WARN Act. 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 269-668-3397 Ext. 314.

Very truly yours,

A handwritten signature in black ink, appearing to read "Gwen Auwerda", written over a horizontal line.

Gwen Auwerda
Human Resources Manager