

May 8, 2009

VIA FEDERAL EXPRESS

Ohio Department of Job and Family Services
Rapid Response Section, Bureau of Workforce Services
Worker Adjustment Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618

Re: Mass Layoff at Colfor Manufacturing

Dear Rapid Response Section:

This letter is written pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act, 29 U.S.C. § 2101 *et seq.*, to notify you that Colfor Manufacturing (“Colfor”) currently expects a mass layoff at its three facilities, located at: 3255 Alliance Road N.W., Malvern, Ohio 44644 (Malvern Operations); 461 Knox Court, Minerva, Ohio 44657 (Minerva Operations); and 373 E. Perry St., Salem, Ohio 44460 (Salem Operations), which will occur in phases commencing on May 11, 2009. The mass layoff will result in temporary but indefinite layoffs of employees in the UAW local bargaining unit, in order of seniority within equalization groups pursuant to the local collective bargaining agreement (“CBA”). It will also result in permanent layoffs of non-union employees at Colfor. This action is the result of unexpected massive reductions in production volumes necessitated by: (1) General Motors’ unanticipated announcement that it will be shutting down a large number of its manufacturing facilities for an extended period this Summer, and (2) Chrysler LLC’s recent declaration of bankruptcy and its indefinite and unanticipated shutdown of all of its plant operations while the bankruptcy is pending. Due to this unforeseen development and its dramatic impact on Colfor’s production volumes, Colfor is unable to provide a full 60 days of notice to the UAW and non-union employees who will be impacted by this mass layoff. As indicated, as to the UAW employees who will be impacted by this layoff, it is intended that this layoff will be temporary, but given the economic uncertainties facing the automotive industry generally and Colfor in particular, the duration of the layoff cannot at this time be determined. Although we hope that business conditions will begin to improve in the third quarter of 2009, it is possible that the layoff of UAW employees could extend beyond six months. The layoffs of non-union employees will, however, be permanent.

As indicated, it is currently anticipated that the mass layoff will occur in phases, beginning for the UAW represented employees with the 14-day period between May 11, 2009 and May 24, 2009. Colfor expects that additional phases of the mass layoff will be implemented between May 25, 2009 and June 7, 2009, between June 8, 2009 and June 21, 2009 and between June 22,

2009 and July 5, 2009. The layoff of non-union employees will begin and be completed during the 14-day period between June 8, 2009 and June 21, 2009. Colfor currently anticipates that this mass layoff will affect 589 UAW-represented employees and 9 non-union employees.

Union-Represented Employees: A list of the affected UAW positions and the number of UAW employees in those positions is attached for each phase of the mass layoff. These affected employees do not have bumping rights to displace other Colfor employees from their jobs due to the mass layoff. Prior to the periods during which the three phases of the mass layoff are implemented, certain of the afore-mentioned affected UAW employees may, pursuant to the CBA, voluntarily transfer to other positions in Colfor that are slated for layoff during a later phase of the mass layoff. Likewise, Colfor will be canvassing higher seniority UAW employees in each affected equalization group to determine, pursuant to the CBA, whether any such employees want to volunteer for layoff. Colfor cannot anticipate whether such internal movement will occur or whether higher seniority UAW employees will volunteer for layoff, nor can Colfor anticipate which UAW employees might be impacted by such actions, because decisions to voluntarily transfer to other jobs or to volunteer for termination are discretionary on the part of employees. Future notices will be sent to you as additional terminations occur.

The affected UAW-represented employees are represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW Local 235. The name and addresses of the chief elected officers of the international and local union are as follows:

Ronald Gettelfinger
President
International Union, UAW
8000 East Jefferson
Detroit, MI 48214

Steve Campbell
President, UAW Local 4199
UAW Local 4199
212 North Market Street
Minerva, OH 44657

Ron Boggess
UAW International Servicing Representative
Region 2B –UAW
300 Liberty Plaza
5000 Rockslide Road
Cleveland, OH 44131

Non-Union Employees: The exact magnitude of the layoff of non-union employees, the positions affected and the identity of the non-union employees selected for permanent layoff have not yet been determined. This is due, in part, to the pending completion of a Voluntary Salaried Retirement Incentive Program (“VSRIP”) that is currently in effect and which is expected to be completed on June 4, 2009. It is also due, in part, to uncertainty about the current economic climate in the

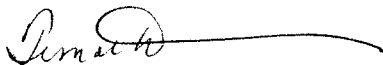
automotive industry, the viability of our current production plans and the changing needs of our automotive customers. As indicated, it is currently anticipated that the mass layoff will impact non-union employees during the 14-day period between June 8, 2009 and June 21, 2009. These affected employees do not have bumping rights to displace other Colfor employees from their jobs due to the mass layoff. When the exact number, job titles and identity of workers to be affected have been determined, we will update this letter. In the interim, we have issued WARN notice letters to all Colfor non-union employees who may be affected by this mass layoff. We have enclosed a list of the non-union positions that may be affected by the layoff and the number of employees currently in each of those positions.

For further information regarding the mass layoff at Colfor, please contact me at (330) 868-1814.

For your information, a copy of this notice is also being sent to the Mayors of the Villages of Malvern and Minerva and the City of Salem.

The information and notice in this letter are based on the best information currently available. Various factors may change the timing of the Colfor mass layoff. We will keep you informed of any significant changes to the information above if and when such changes occur.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Timothy Moran', followed by a long horizontal flourish line extending to the right.

Timothy Moran
Personnel Director

cc: Attachment



LIST OF POTENTIALLY AFFECTED POSITIONS

June 8, 2009 to June 21, 2009

<u>NUMBER OF INCUMBENT EMPLOYEES</u>	<u>CLASSIFICATION</u>
1	Accounting Coordinator
1	Accounts Payable Clerk
3	Administrative Assistant
1	Analyst Shipping & Receiving
1	Business Planner-Plant
1	Buyer's Assistant
1	Coating Manager
3	Coordinator Maintenance
1	Cost Estimator
1	Director Personnel - A & B Plants
1	Financial Analyst
1	Gage Engineer
1	General Supervisor
2	Inventory Specialist
1	Manager Engineering-Plant
1	Manager Health/Safety/Environmt
1	Manager Labor Relations
1	Manager Materials
1	Manager Metallurgy
1	Manager Mfg - B Plant
2	Manager Mfg Engineering
3	Manager Plant Quality
1	Manager Program Management
3	Manufacturing Engineer
1	Materials Coordinator
1	Metallurgist
1	Mgr Plant Finance-B/C Plant
1	Plant Manager - B Plant
2	Plant Manager - C Plant
4	Process Engineer
3	Product Engineer
1	Production Coordinator
1	Production Planner
2	Quality Engineer
1	Salaried Associate In Training
1	Senior Accountant
1	Senior Quality Analyst
3	Supervisor Die Mfg
2	Supervisor Engineering
5	Supervisor Forge Operations
2	Supervisor General Stores
1	Supervisor IE
3	Supervisor Maintenance
1	Supervisor Metallurgy
6	Supervisor Production
1	Supervisor Shipng Rcvng & Tran
1	Tool Room Mgr/Supervisor
2	Tooling Engineer

List of Affected UAW Positions

Location	Classification	Date				
		May 11th - May 24th	May 25th - June 7th	June 8th - June 21st	June 22nd - July 5th	
Malvern	CNC Machine Operator-Malvern	33	0	0	0	0
Malvern	CNC Technician - Period 1	0	1	0	0	0
Malvern	CNC Technician - Period 6	1	0	0	0	0
Malvern	Coating Attendant-Malvern	3	0	1	0	0
Malvern	Custodian	6	0	1	0	0
Malvern	Die Setter-Malvern	7	2	0	0	0
Malvern	Forge Press Operator-Malvern	46	4	4	0	0
Malvern	Lift Truck Operator-MalvernMinerva	1	0	3	0	0
Malvern	Maintenance Electrician-MalvernMin	0	2	0	0	0
Malvern	Maintenance Electrician-Per 1	1	0	0	0	0
Malvern	Maintenance Mechanic-MalvernMin	5	5	2	0	0
Malvern	Maintenance Mechanic-Period 7	1	0	0	0	0
Malvern	Qlty Assurance Inspector-MalvernMi	3	0	3	0	0
Malvern	Salemw/Shear Operator-Malvern	1	3	4	0	0
Malvern	Shipping Receiving Clerk-MalvernMir	0	1	2	0	0
Malvern	Store Room Attendant-Malv/Minv	3	1	0	0	0
Malvern	Tool Room Employee-MalvernMiner	9	2	4	0	0
Malvern	Truck Driver-Malvern/SaleMalverner	0	0	2	0	0
Minerva	CNC Machine Operator - FOS	37	3	11	0	0
Minerva	CNC Machine Operator-Minerva	37	7	70	0	0
Minerva	CNC Technician - Period 2	0	1	0	0	0
Minerva	CNC Technician - Period 3	2	0	0	0	0
Minerva	CNC Technician-Minerva	1	0	0	0	0
Minerva	CNC/FOS-X6R	52	12	24	0	0
Minerva	Custodian	2	0	2	0	0
Minerva	Furnace Operator	0	0	4	0	0
Minerva	Lift Truck Operator-MalvernMinerva	0	0	3	0	0
Minerva	Lube Attendant-Minerva	4	1	4	0	0
Minerva	Maintenance Electrician-Per 1	0	0	1	0	0
Minerva	Maintenance Mechanic-MalvernMin	0	1	12	0	0
Minerva	Maintenance Mechanic-Period 7	0	1	0	0	0
Minerva	Metallurgy Technician-Minerva	0	0	5	0	0
Minerva	Qlty Assurance Inspector-MalvernMi	0	0	11	0	0
Minerva	Shipping Receiving Clerk-MalvernMir	0	0	3	0	0

List of Affected UAW Positions

Minerva	Store Room Attendant-Malv/Minv	2	0	6	0
Salem	CNC Machine Operator-SaleMalvern	27	5	2	0
Salem	CNC Technician-SaleMalvern	1	0	1	0
Salem	Coating Attendant-SaleMalvern	0	0	0	1
Salem	Custodian	0	1	0	0
Salem	Die Setter-SaleMalvern	0	2	2	0
Salem	Forge Press Operator-SaleMalvern	4	14	9	0
Salem	Lift Truck Operator-SaleMalvern	0	0	3	1
Salem	Lube Attendant-SaleMalvern	0	1	0	0
Salem	Maintenance Electrician-Per 5	0	1	0	0
Salem	Maintenance Mechanic-SaleMalvern	0	1	5	1
Salem	Qlty Assurance Inspector-SaleMalver	0	0	1	1
Salem	Salemw/Shear Operator-SaleMalverr	0	0	1	1
Salem	Shipping Receiving Clerk-SaleMalverr	0	0	1	0
Salem	Store Room Attendant-SaleMalverne	0	1	0	0
Salem	Tool Room Employee-SaleMalvern	0	1	0	0