



300 South Progress Dr. East  
 Kendallville, IN,  
 46755  
 260-347-0500

August 17, 2012

**Certified Mail, Return Receipt Requested & Facsimile**

Mickey Kinder  
 Supervisor, Dislocated Worker Unit  
 Indiana Department of Workforce Development  
 Dislocated Worker Unit  
 10 North Senate Avenue  
 Indianapolis, IN 46204-2277  
 Fax: (317) 233-1670

**Re: RE-NOTICE JCIM, LLC – Plant Closing**

Dear Mr. Kinder:

This letter is a follow up to a letter dated June 15, 2012 previously sent to you. Please be advised that on or around August 31, 2012, JCIM, LLC will be permanently closing its facility located at 300 South Progress Dr. East, Kendallville, Indiana 46755. Consistent with these plans, the separations of affected employees will begin on August 31, 2012, or within two weeks thereafter. Due to a change in business needs, it is necessary that several of the employees who were previously identified as being separated on August 31, 2012, or within two weeks thereafter, be moved to a later separation date.

Specifically, the following job titles will be moved less than 60 days from their most recently scheduled layoff date:

<u>Job Title</u>	<u>Previous Layoff Date</u>	<u>New Layoff Date</u>
Assembler	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Maintenance	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Material Handler	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Mold Fixture Technician	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Painter	August 31, 2012, or within	September 28, 2012, or



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	two weeks thereafter	within two weeks thereafter
Quality Auditor	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Shipping Receiving	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Team Member	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Admin Coordinator	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Financial Analyst	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Maintenance Clerk	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Manager CI & BBP	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Manager Human Resources	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Manager Quality	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Manufacturing Engineer	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Materials Scheduler	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Process Engineer	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Production Manager	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Production Supervisor	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Quality Technician	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Supply Chain Mgmt Analyst	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Supply Chain Mgmt Associate	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Supv Shipping & Receiving	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Systems Analyst	August 31, 2012, or within two weeks thereafter	September 28, 2012, or within two weeks thereafter
Technical Manager	August 31, 2012, or within	September 28, 2012, or



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	two weeks thereafter	within two weeks thereafter
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A revised list containing the affected job titles and the number of employees per classification is attached. Some of these employees are represented by UAW Local 3065. The name and address of the Union's Representative is Mike Klepper, UAW Region 3, 5850 Fortune Circle West, Indianapolis, IN 46241.

All terminated employees will be paid all earned wages and agreed-upon fringe benefits upon termination. The plant closing will be permanent and will involve the entire facility. No bumping rights will exist for any employees.

For further information regarding this matter, please contact me at 260-347-0500.

Sincerely,

A handwritten signature in black ink, appearing to read "Dale Greer".

Dale Greer  
Plant Manager

Attachment

<b>AFFECTED JOB TITLES &amp; NUMBER OF EMPLOYEES PER CLASSIFICATION</b>		
<u>Date of Anticipated Layoff</u>	<u>Affected Job Title(s)</u>	<u>Number of Employees Per Classification</u>
August 31, 2012 (or within two weeks thereafter)	Assembler	22
	Material Handler	1
September 28, 2012 (or within two weeks thereafter)	Assembler	82
	Maintenance	4
	Material Handler	6
	Mold Fixture Technician	8
	Painter	5
	Quality Auditor	3
	Shipping Receiving	4
	Team Member	3
	Admin Coordinator	1
	Financial Analyst	1
	Maintenance Clerk	1
	Manager CI & BBP	1
	Manager Human Resources	1
	Manager Quality	1
	Manufacturing Engineer	4
	Materials Scheduler	1
	Process Engineer	3
	Production Manager	1
	Production Supervisor	3
	Quality Technician	2
	Supply Chain Mgmt Analyst	1
	Supply Chain Mgmt Associate	2
	Supv Shipping & Receiving	1
Systems Analyst	1	
Technical Manager	1	