



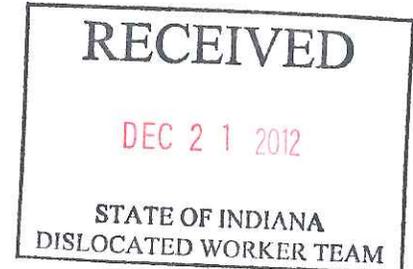
CEQUENT PERFORMANCE PRODUCTS, INC.

December 20, 2012

Via Federal Express Overnight Mail

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Ave.
Indianapolis, Indiana 46204-2277

RE: *Lay-offs at the Cequent Performance Products Goshen facility
located at 2602 College Avenue, Goshen, IN 46528*



Dear Sir or Madam:

Pursuant to the Worker Readjustment and Retraining Notification Act ("WARN"), please be advised that as a result of our current and projected business needs, Cequent Performance Products, Inc. ("Cequent") plans to lay off a number of employees over the course of the next several months. Based upon the information available at this time, Cequent anticipates that the lay-offs will be permanent, and ultimately we anticipate that the entire facility will be closed by the end of 2013. At this time, based upon current information available to the Company, it is projected that the date for the first set of personnel separations will occur during the two week period beginning on February 22, 2013, with the following schedule of subsequent lay-offs: the two week period beginning on the following dates: March 29, 2013; April 26, 2013; May 31, 2013; June 28, 2013; July 26, 2013; August 30, 2013; September 27, 2013; October 25, 2013; November 29, 2013; and December 20, 2013. Enclosed please find the job titles of the positions affected and the number of affected employees in each job classification.

There is union representation, and the name of the union involved is the United Steelworkers of America. With regard to union employees, bumping rights exist. The chief elected officers for the union are:

Leo W. Gerard
International Union President

Michael K. O'Brien, Sub District 4 Director
Susan Maroko, International Staff Representative
District 7, Sub-District 4
United Steelworkers of America
113 East Washington Street
Plymouth, IN 46563
FAX 574.935.3723

Deb Hathaway, USW Local 9550
Brian Wilson, USW Local 9550
P.O. Box 3000
2602 College Avenue
Goshen, IN 46528

For questions and further information, please contact me at (734) 656-3102.

Sincerely,

David G. Barnes
Director, Human Resources

***Cequent Performance Products
Job Titles Affected and
Number of Employees in Job Classifications***

Welders	133
Weld Tech	1
G Labor	63
CNC	2
CNC Set	19
CNC Mech.	2
Saw Press	36
Team Leader	13
Utility	16
Mtl Hndl	13
Burn Off	
B Oven	1
Maintenance	6
Tool Room	
(Tool & Die)	10
(Tool Crib)	1
Quality	13
GIT-G	2
Paint Tech	3
Cycle Counter	4
Receiver	
(Rec Load)	2
(Rec Dock)	5
Warehouse	3
Robot Tech	1
Robot Mech	4
RLG Mill	2
MRB Clerk	1
Coil Press	4
Buyer	2
Buyer Planner	2
Chief Engineer	1
Coordinator	1
Cost Accountant	1
Customer Service	3
DC Manager	1
Designer Tech	1
Development Engineer	1
Engineer Tech	1
Engineering Mgr.	1
Eng-Routing & Costing	1
HR Generalist	3
HR Manager	1
Information Technology	3
Information Technology Director	1
Inventory Analyst	2

Inventory Mgr.	1
Inventory Specialist	1
Inventory Supervisor	1
Materials Analyst	1
Materials Clerk	1
Mfg. Engineer	5
Mfg. Supervisors	11
Network Administrator	1
OEM Design Engineer	1
Payroll Administrator	1
Plant Controller	1
Plant Mgr.	1
Plant Purchasing Manager	1
Product Engineering	2
Product Launch Coordinator	1
Production Manager	1
Production Scheduler	1
Program Mgr	1
Project Engineering	3
Purchasing Manager	1
Rework Coordinator	1
Technical Support	3
Warehouse Administrator	1
Warehouse Drivers	4
Warehouse Mgr.	1
Warehouse Team Leader	1