

# CONTECH

Contech Castings LLC  
21177 Hilltop St  
Southfield, MI 49033  
248-351-1050  
Fax: 248-351-1055

RECEIVED

MAR 1 2013

WARN NOTICE

February 21, 2013

Indiana Department of Labor & Workforce Development  
Dislocated Worker Unit  
715 S Buffalo St  
Warsaw IN 46580

RE: Contech Castings, LLC  
WARN Notification

This letter is formal notification of an unplanned lay off at our Pierceton, Indiana plant. This action will effect approximately 80 skilled and unskilled positions and has been caused by one of our customers moving operations to an undisclosed supplier. We were notified February 20, 2013 of the need for an immediate suspension of production and have made every effort to react to the announcement as rapidly as possible.

Attached is a sample of the notification mailed to each of our effected employees. We also conducted informational meetings with all employees to provide them with high level information related to the reasons and requirements for this reduction. These employees do have bumping rights, but are not represented by a labor organization.

Additional information will be provided to your office as it becomes available, if you have questions you may contact Susan Marku, Human Resources Manager at 574-596-9681, x151, or mail to P O Box 710, Pierceton IN 46562.

Sincerely,



Ralph Turner  
Director of Human Resources

Attach: Sample Letter

# CONTECH

Contech Castings LLC  
21177 Hilltop St  
Southfield, MI 49033  
248-351-1050  
Fax: 248-351-1055

February 25, 2013

This letter is to inform you of Contech Castings LLC, plan to suspend operations related to ZF production at the Pierceton, Indiana facility. This decision is a direct result of a recent notification from the customer that they have moved this business to an undisclosed supplier. Notice of this reduction in force is required under the federal Worker Adjustment and Retraining Notification (WARN) Act. This action was not anticipated, so we are providing you this notice soon as possible from the date we were informed of this move, as encouraged by Section 7 of the WARN Act.

This action will result in a significant number of permanent layoffs. Layoffs are scheduled to begin immediately and continue through the end of the month. If you are impacted by these actions, you will retain your recall rights as described in the handbook. In the event the need arises to recall any positions due to changes sales volumes or replacement of unplanned vacancies recalls will be conducted in accordance with our policy described in the handbook.

A listing of positions we believe will be affected, and the number of those positions we believe will be affected, is included with this letter. Layoffs will occur in accordance with the policies set forth in the employee handbook and will include rights to bump into positions that you are otherwise qualified for in order to avoid layoff.

If you have any questions regarding this information, please contact Susan Marku, Human Resources Manager, at the Contech Pierceton, Human Resources office at (574) 594-9681 x 151.

Sincerely,



Ralph Turner  
Director of Human Resources

The following are the positions and number we anticipate being effected by the reduction:

Position	Quantity
Production Technician	4
Engineering Technician	1
Die Cast Lead Technician	2
Quality Auditor	3
Quality Technician	3
Machine Technician	3
Maintenance Electrician/Mechanical	1
Machining Techs	2
Machining Specialists	3
Material Handler	3
Machine Operator	49
Machine Lead Technician	3
Stockroom	3