

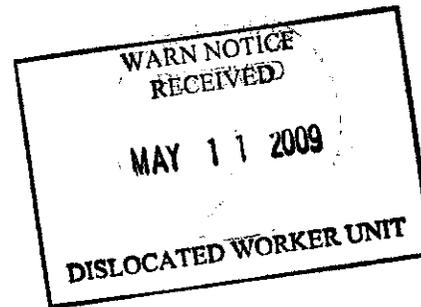


A Division of



May 05, 2009

Jennifer Long  
Indiana Department of Workforce Development  
State Dislocated Worker Program Coordinator  
10 N. Senate Ave.  
Indianapolis, IN 46204  
Fax: (317) 233-2679



Re: Notice of Layoffs

To Jennifer Long:

We have just determined the effect the recently announced extended General Motors shutdowns will have on our production schedule. As a result of this unforeseen business development, we are writing to inform you that Icon Metal Forming, LLC, will be conducting layoffs at its facility located at 2190 Landmark Avenue, Corydon, IN 47112. The layoffs are expected to be permanent. Bumping rights will exist for certain union employees under certain circumstances provided for by contract.

We anticipate that approximately 140 employees will be laid off with the first lay off expected to take place during the 14-day period beginning May 6, 2009. Approximately 80 of the affected employees are represented by UAW Local 2289. Local 2289's President is David Blevens. His address is 10340 Buffalo Trace Ramsey, IN 47166.

The job titles of positions to be affected, the number of affected employees in each job classification, the name of each union representing affected employees, and the name and address of the chief elected officer of the union will be maintained by us on site and will be readily accessible.

Notice of this action has also been provided to our affected non-union employees, union representatives, chief elected official of the local unit of government, and the State Dislocated Worker Unit.

We are sorry that we are not able to give you more advance notice, but we are acting as quickly as possible in response to this new information from General Motors. Under these circumstances, we are giving you less than 60 days' notice of these layoffs as allowed by the Worker Adjustment Retraining and Notification Act in cases of business circumstances that are not reasonably foreseeable.

This notice does not constitute an admission by Icon of the applicability of the WARN Act to the intended layoffs.

The name and telephone number of the company official to contact for further information is Kasia Heikes at (812) 738-5900.

Very truly yours,

2190 Landmark Ave., Corydon, IN 47112

812.738.5900