

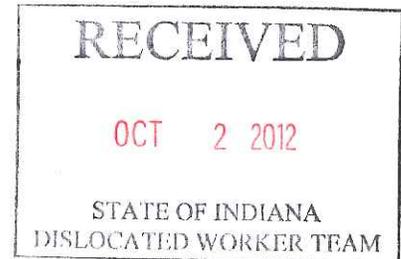


300 South Progress Dr. East
Kendallville, IN,
46755
260-347-0500

September 24, 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 and a letter dated August 17, 2012, previously sent to you. Please be advised that on or around September 28, 2012¹, JCIM, LLC will permanently close its facility located at 300 South Progress Dr. East, Kendallville, Indiana 46755. Consistent with these plans, the separations of affected employees began 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 initially identified as being separated on August 31, 2012, or within two weeks thereafter, and then identified as being separated on September 28, 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> |
|-------------------------|--|--|
| | September 28, 2012, or within two weeks thereafter | October 31, 2012, or within two weeks thereafter |
| Financial Analyst | | |
| Manager CI & BBP | | |
| Manager Human Resources | | |
| Materials Scheduler | | |

¹ It was initially thought that the closure would take place on August 31, 2012. Business needs dictated a later closure.



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| | | |
|---------------------------|--|--|
| Production Manager | | |
| Supv Shipping & Receiving | | |
| Systems Analyst | | |

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.

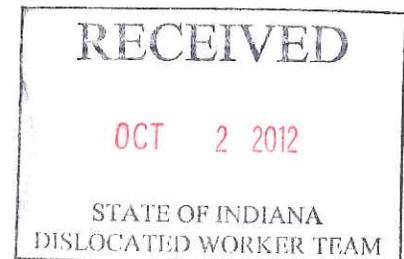
All terminated employees will be paid all earned wages and agreed-upon fringe benefits upon termination. The plant closing will be permanent and will involve the entire facility. No bumping rights will exist for any employees.

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

Sincerely,

Kory Kleeberg
Operations Manager

Attachment



| AFFECTED JOB TITLES & NUMBER OF EMPLOYEES PER CLASSIFICATION | | | |
|---|---|---|---|
| <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 | 27 | |
| | Material Handler | 1 | |
| September 28, 2012 (or within two weeks thereafter) ¹ | Assembler | 69 | |
| | Maintenance | 1 | |
| | Material Handler | 6 | |
| | Mold Fixture Technician | 7 | |
| | Painter | 5 | |
| | Quality Auditor | 3 | |
| | Shipping Receiving | 4 | |
| | Team Member | 3 | |
| | Admin Coordinator | 1 | |
| | Maintenance Clerk | 1 | |
| | Manager Quality | 1 | |
| | Manufacturing Engineer | 1 | |
| | Process Engineer | 3 | |
| | Production Supervisor | 3 | |
| | Quality Technician | 2 | |
| | Supply Chain Mgmt Analyst | 1 | |
| | Supply Chain Mgmt Associate | 2 | |
| | Technical Manager | 1 | |
| | October 31, 2012 (or within two weeks thereafter) | Financial Analyst | 1 |
| | | Manager CI & BBP | 1 |
| Manager Human Resources | | 1 | |
| Materials Scheduler | | 1 | |
| Production Manager | | 1 | |
| Supv Shipping & Receiving | | 1 | |
| Systems Analyst | | 1 | |

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STATE OF INDIANA
DISLOCATED WORKER TEAM

¹ Several employees identified as having a last day of employment of September 28, 2012, or within two weeks thereafter, in the last correspondence to you voluntarily resigned on August 31, 2012. The job titles for those employees, therefore, appear in the August 31, 2012 section of this attachment.