

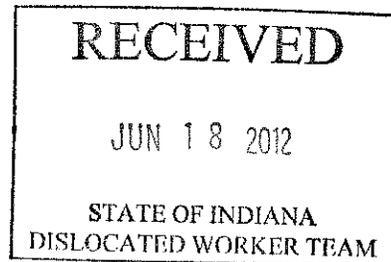


300 SOUTH PROGRESS DR. EAST  
KENDALLVILLE, IN, 46755  
260-347-0500

June 15, 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: JCIM, LLC – Plant Closing**

Dear Mr. Kinder:

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 last day of employment for the affected employees is anticipated to be August 31, 2012 or within two weeks thereafter.

A 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", is written over a horizontal line.

Dale Greer  
Plant Manager

Attachment

**AFFECTED JOB TITLES AND NUMBER OF EMPLOYEES PER CLASSIFICATION**

Date of Anticipated Termination	Affected Job Title(s)	Number of Employees Per Classification
8/31/2012 (or within two weeks thereafter)	Assembler	110
	Maintenance	6
	Material Handler	7
	Mold Fixture Technician	9
	Painter	5
	Quality Auditor	3
	Shipping Receiving	3
	Team Member	2
	Admin Coordinator	1
	Controller	1
	Financial Analyst	1
	Maintenance Clerk	1
	Manager CI & BBP	1
	Manager Human Resources	1
	Manager Quality	1
	Manager Supply Chain Mgmt	1
	Manufacturing Engineer	4
	Materials Scheduler	1
	Plant Manager	1
	Process Engineer	3
	Production Manager	1
	Production Supervisor	5
	Quality Engineer	1
	Quality Technician	2
	Supervisor Maintenance	1
	Supply Chain Mgmt Analyst	2
	Supply Chain Mgmt Associate	2
	Supv Shipping & Receiving	1
	Systems Analyst	1
	Technical Manager	1

**RECEIVED**  
 JUN 18 2012  
 STATE OF INDIANA  
 DISLOCATED WORKER TEAM