

CONTECH

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

RECEIVED

FEB 28 2013

WARN NOTICE

February 21, 2013

Indiana Department of Labor & Workforce Development
Dislocated Worker Unit
936 West 15th Street
Auburn IN, 46706

RE: Contech Castings, LLC
WARN Notification

This letter is formal notification of an unplanned lay off at our Auburn, Indiana plant. This action will effect approximately 128 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 Ronda Gomez, Human Resources Manager at 260-925-4711, x106, or mail to 1200 Power Drive, Auburn, IN 46706.

Sincerely,



Ralph Turner
Director of Human Resources

Attach: Sample Letter

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Contech Castings LLC

21177 Hilltop St

Southfield, MI 49033

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February 25, 2013

This letter is to inform you of Contech Castings LLC, plan to suspend operations related to ZF production at the Auburn, 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 Ronda Gomez, Human Resources Manager, at the Contech Auburn, Human Resources office at (260) 925-4711 x 106.

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	21
Furnace Technician	3
Die Cast Lead Technician	3
Quality Auditors	3
Quality Technician	3
Machine Technician	2
Maintenance Electrician/Mechanical	5
Tooling Technician	3
Janitorial/Building	1
Material Handler	3
Machine Operator	68
Machine Lead Technician	3
Stockroom	3
Xray/Lab	3
Process Technician	1