



ISO 14001 / TS 16949 CERTIFIED

April 29, 2014

Economic Development Department
C/O Laurie Renaund
Economic Development Coordinator
1827 North Squirrel Road
Auburn Hills, MI 48326

Re: WARN ACT Notice, Silver Bell Warehouse

Dear Ms. Renaund,

Please be advised that Inalfa Roof Systems, Inc. ("Inalfa") plans a layoff at and a closure of its facility located at 315 W Silver Bell Road, Lake Orion, MI 48359. Inalfa expects the layoffs and facility closure to be permanent. This letter constitutes formal notice of the layoffs and plant closure under the Worker Adjustment and Retraining Act of 1988 ("WARN Act").

The initial layoffs will take place on approximately June 30, 2014. The anticipated schedule of the additional layoffs is July 7, July 14, July 21 and July 31, 2014. The facility will permanently close on or about July, 31 2014. Inalfa designates each date as the first of a 14-day window period for the layoffs and facility closure to occur.

Included is a list (Exhibit A) of affected positions and employees by name and job title. Bumping rights are not permitted.

If you need additional information please contact the undersigned at 248 371 1953.

Sincerely,

Jarrod Fiengo
Vice President, Human Resources North America

