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BOARD OF SUPERVISORS

June 24, 2008

2008 JUN 25 P 1:19

Via Fax & Mail

Mr. Dick Monteith
 Stanislaus County Board of Supervisors,
 District 4
 1010 10th Street, Suite 6500
 Modesto, CA 95354

CORRESPONDENCE 4
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Dear Mr. Monteith:

As we previously notified you on April 24, 2008 the employment of the salaried and hourly (unionized) employees listed below is being terminated as a result of the permanent discontinuance and closure of the entire Modesto facility located at 4555 North Star Way, Modesto, CA 95356. Their expected date of termination has changed however due to unforeseen business requirements. We now anticipate that the termination of employment will occur as follows:

Salaried

Mary Sue Imbert - During the 14-day period beginning August 22, 2008

Brian Reyna - During the 14-day period beginning July 18, 2008

There are no bumping rights applicable with respect to these employees.

Hourly - unionized

Troy Larkin - During the 14-day period beginning July 18, 2008.

There are bumping rights as set forth in the Collective Bargaining Agreement between the Company and the Union. The Sheet Metal Workers, Local Union No 162 represents the above hourly employee. The Union representatives are as follows:

George Huntsinger
 Field Investigator
 Sheet Metal Workers International Assoc.
 Local Union 162
 841 Lone Palm Avenue, Suite A
 Modesto, CA 95351

Dennis Canevari
 Business Manager/President
 Sheet Metal Workers International Assoc.
 Local Union 162
 2840 El Centro Road, #110
 Sacramento, CA 95833

If you or your staff have any questions or require any additional information, please feel free to contact me at (847) 810-3098.

Very truly yours,

William Corley
 Vice President, Labor Relations