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July 7, 2008

Via Fax & Mail

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

2008 JUL 10 A 11:08
BOARD OF SUPERVISORS

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

Anthony Gutierrez –During the 14-day period July 18, 2008

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

Hourly –unionized

Anthony Costa - During the 14-day period beginning July 18, 2008.

Sam Lepper - 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, CA95351

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
Indalex, Inc.