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APR 29 2013
WARN NOTICE

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April 29, 2013

Indiana Department of Workforce Development
Dislocated Worker Unit
10 N. Senate Avenue
Indianapolis, IN 46204-2277

To Whom It May Concern:

Re: Notice of Facility Closing at Jay Products Company Pursuant to the Federal WARN Act

This notice is submitted pursuant to the Federal Worker Adjustment and Retraining Notification ("WARN") Act, which requires employers to give official notice to certain government units and officials of pending mass layoffs or plant closures.

Blissfield Manufacturing Company, the parent company of Jay Products Company, has determined that, due to the loss of its automotive production volume, and due to the downturn in production of other products, operations at Jay Products will permanently cease at the facility located at 086 E. 100 N., U.S. 27 North, Portland, IN 47371.

The terminations/permanent layoffs will take place beginning June 29, 2013, and will conclude on September 30, 2013. A ramp-down of production approach will be taken as specific lines are consolidated into Blissfield Manufacturing Company, located in Blissfield, Michigan. As of today's date, the termination/permanent layoff schedule at Jay Products is as follows:

<u>Phase</u>	<u>Fourteen-Day Period Beginning/Ending</u>	<u>No. Terminated Employees</u>
Phase 1	June 29, 2013 - July 13, 2013	9 Employees
Phase 2	August 16, 2013 - August 31, 2013	8 Employees
Phase 3	August 29, 2013 - September 12, 2013	21 Employees
Phase 4	September 16, 2013 - September 30, 2013	23 Employees

The entire Jay Products facility will be closed and all employees will be terminated. No labor organization represents any of the affected employees. Bumping will be allowed in light of past practice. All affected employees have been properly notified pursuant to WARN.

Attached as Exhibit A is a schedule of job titles of positions that will be affected, along with the number of affected employees in each job classification.

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The Blissfield Manufacturing Company/Jay Products official you may contact for further information is:

Nancy Schiffer
Blissfield Manufacturing Company
Executive Vice President
626 Depot Street
Blissfield, MI 49228
Phone: 517-682-9826
E-Mail: nancy.schiffer@blissfield.com

Respectfully,

A handwritten signature in black ink that reads "Nancy A. Schiffer".

Nancy A. Schiffer
Executive Vice President

Enclosure: Exhibit A

cc: Randy Geesaman, Mayor, Portland, Indiana (w/ Encl.)
William Bradley, Jr., Executive Director, Jay County Development Corp. (w/Encl.)