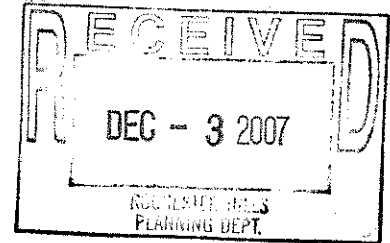


# Avon Gear Company

*"Quality is our Past, Present & Future"*

2770 Research Drive • Rochester Hills, Michigan 48309-3574  
(248) 853-6500 • Fax (248) 853-1437



November 30, 2007

Mayor Bryan K. Barnett  
City of Rochester Hills  
1000 Rochester Hills Drive  
Rochester Hills, MI 48309-3033

Dear Mayor Barnett:

This letter is to inform you of our intention to leave the City of Rochester Hills. We will begin our move on or around January 1, 2008 and will complete the moving process during the subsequent 6 to 8 weeks. Approximately one year ago we were approved by the City for a tax abatement for the purchase of new equipment. Section 5 and 9 of the Development Agreement with the City of Rochester Hills states that we must notify the City of our intent to relocate the company and equipment outside of the City. Hopefully, this letter serves as that notification. We have obtained approval from our new location, Shelby Township, for the transfer of the Industrial Facilities Exemption Certificate that applies to the equipment. If you feel we need to provide additional documentation or appear before the City Council, please contact me at your convenience to make those arrangements.

As you know, we tried very hard to find property within the City that satisfied our business needs and provided the necessary business amenities that met the immediate and future goals of our company within our desired time frame. Unfortunately, after several months of investigation, negotiation, and due diligence, we were unable to find property that would fulfill our requirements. Please accept our sincere thanks for the hard work you and Mr. Casey personally conducted on our behalf and the consideration the City Council provided to us.

Once again, if this letter does not satisfy the requirements of Section 5 and 9 of the Agreement, please notify me at your earliest convenience so we may complete the necessary steps to exit the Community amicably.

Sincerely,

David R. Share  
General Manager