

Date: October 26, 2014

From: Fil Filipov

To: All ATLAS Employees

Subject: **DELMENHORST RESTRUCTURING**

This information will surprise everyone.

As all of you already know, agreement on a balance of interest & social plan for closing the Delmenhorst factory is in its final stages of negotiations with the central works council.

Management and I have received numerous requests to reconsider the decision, which will in fact put a lot of hardship on many employees and their families.

I also understand it will create an atmosphere during which no one will win and it will affect our output and quality!

As already stated before, the industry in which we participate is fragile, our productivity is not satisfactory and we have to reduce cost in order to remain profitable.

Furthermore, as demand is sporadic, the need for flexibility is a must in order to satisfy our customers and keep our delivery as short as possible.

In discussion with Management, we have decided:

- **TO PUT THE PROJECT ON HOLD FOR AT LEAST NINE MONTHS;**
- To finalize the balance of interest & social plan with validity thru the end of 2015 and be able to implement it with three month notice period;
- To allow voluntary departures and early retirements to continue until the end of November 2014.

I am not asking for cooperation from your works council because for close to five years they have not protected the interests of the company, the owner, management or even your interests. Unless they change, the fight will continue.

I am asking and trusting that you will work with Management to meet our objectives and avoid the closure: IMPROVE QUALITY THE FASTEST WAY POSSIBLE, PUT EXTRA EFFORT INTO IMPROVING PRODUCTIVITY, REDUCE COST, DELIVER ON TIME AND SATISFY OUR CUSTOMERS!

We are counting on you!

I will be working on finding and bringing in other activities to complement the Delmenhorst operation.

Respectfully,



Fil Filipov
Owner