



April 17, 2020

**Via Overnight Delivery**

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, Missouri 65102

Re: WARN Act Notice

Dear Ms. Marshall:

In light of these unprecedented times, including business closures and stay at home directives issued by local governments to control the spread of the novel coronavirus ("COVID-19"), Dura Automotive Systems, LLC (the "Company") is issuing this conditional notice under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq., and any similar state or local law (collectively, the "WARN Act").

Following its bankruptcy filing, the Company has been attempting to sell its business, refinance its existing debt, and/or otherwise procure additional liquidity. The Company does not know whether these efforts will succeed, particularly in light of the uncertainty added by the COVID-19 pandemic, and does not know how individual employees might be affected by any outcome to these efforts. If a sale of the business does not occur, or occurs in a manner different than we anticipate, absent another source of financing, that the Company's location at 1855 Robertson Road Moberly, Missouri 65270 (the "Facility") will permanently close. While every effort is being made to find the best path forward, we are submitting this notice to satisfy any obligation that may exist under the WARN Act. If no obligation exists, this notice is being provided to you voluntarily.

The total number of affected employees is 81. All affected employees have been notified of their potential separation dates; that their separation from employment will be permanent; and that they do not have any bumping rights. In the event of the Facility closure, it is anticipated that employment terminations will begin to occur on May 1, 2020 or a date within 14 days thereafter. We are providing less than 60 days' notice due to the applicability of the "faltering company", the "unforeseeable business circumstances" and the "natural disaster" exceptions. The Company had hoped to complete one or more transactions and secure funds and business to prevent the closing of this Facility, but has been unable to do so, which circumstances have been accelerated and worsened by the unforeseeable impact of the spread of COVID-19 on the Company's business and that of its customers.

A list of the job titles of positions to be affected and the number of affected employees in each job classification is attached.

Moberly

Job Title	Number of Employees
BUILDING FACILITIES MANAGER: MAINTENANCE	1
CLERK II: SALES - STRUCTURES	1
COST ESTIMATOR II: MANUFACTURING ENGINEERING	1
HR/SAFETY SPECIALIST I: HR - PLANT	1
MATERIALS MANAGER I: MATERIAL CONTROL	1
MBO ANALYST CLASS 7: QUALITY CONTROL	1
MBO ASSEMBLER*	4
MBO ASSEMBLER: ASSY CELL GENERAL TRAD	21
MBO CLASS 1 - LEAD	1
MBO CLASS 1 - LEAD: TOOL & DIE REPAIR	1
MBO CLASS 4 - LEAD	1
MBO CLASS 4 - LEAD: ASSY CELL GENERAL TRAD	5
MBO CLASS 5 - LEAD (FACTORY INDIRECT)	1
MBO CLASS 5 - LEAD: ASSY CELL GENERAL TRAD	1
MBO CLASS 6 - LEAD: ROBOTIC WIRE WELD	2
MBO CLASS 7 - LEAD	2
MBO CLASS 7 - LEAD II (FACTORY INDIRECT)	1
MBO CLASS 7 - LEAD II: GENERAL PRESS - AUTO	1
MBO CLASS 7 - LEAD: GENERAL PRESS - AUTO	1
MBO CLASS 9 - LEAD: MAINTENANCE	2
MBO CREW OPERATIVE: MATERIAL HANDLING	1
MBO CREW OPERATIVE: SHIPPING & RECEIVING	1
MBO MAINT MECHANICAL: MAINTENANCE	2
MBO MATL HANDLER - PACK: MATERIAL HANDLING	1
MBO METROLOGY TECH CLASS 7: QUALITY CONTROL	1
MBO OPERATOR PAINT: POWDERCOAT PAINT LINE	2
MBO OPERATOR SWECO: DEBUR/SAND (AEM)	1
MBO PUNCH PRESS SETUP	6
MBO PUNCH PRESS SETUP: GENERAL PRESS - AUTO†	5
MBO TOOL DIE MAKER	1
MBO TOOL DIE MAKER: TOOL & DIE REPAIR	3
OPERATIONS MANAGER: GENERAL PLANT	1
PLANT MANAGER I	1
PRODUCTION SUPERVISOR I: GENERAL PRESS -AUTO	1
PRODUCTION SUPERVISOR I: ASSY CELL GENERAL TRAD	1
PROJECT ENGINEER II: MANUFACTURING ENGINEERING	1
QUALITY ENGINEER I: QUALITY CONTROL	1
QUALITY MANAGER I: QUALITY CONTROL	1
<b>Grand Total</b>	<b>81</b>

\* Includes 1 part-time employee of less than 6 months.

† Includes 1 full-time employee on leave.