

# **BUSE** INDUSTRIES

**Wire Harnesses | Printed Circuit Boards | Box Builds**

March 13, 2020

Ms. Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 E Dunklin Street  
Jefferson City, MO 65102



Re: Major Custom Assemblies, Inc.'s Notice Pursuant to Federal Worker Adjustment and Retraining Notification Act

Dear Ms. Marshall:

While Major Custom Assemblies, Inc. (the "Company") does not believe any of its actions are covered by the Federal Worker Adjustment and Retraining Act ("WARN Act"), 29 U.S.C. §2102 et seq., this letter constitutes notice pursuant to the WARN Act, and related Department of Labor Regulations, that there will be a closing by the Company of its St. Louis County plant, located at 4806 Trade Access Blvd., Suite 100, Hazelwood, MO. 63042.

The closing of the plant and all layoffs involved will be permanent. The closing of the plant is due to the Company learning on Monday, March 9, 2020, of a potential buyer's decision not to proceed with a proposed purchase of the Company that would have allowed the plant to stay open. Terminations are scheduled to occur between March 13, 2020, and March 31, 2020. However, these dates are subject to and may change depending on business circumstances.

**This notice is intended to comply with the Company's notice obligations, if any, under the WARN Act. The giving of this notice, however, shall not constitute an acknowledgment by the Company of any obligations under the WARN Act in the event the effects of the closing are such that the WARN Act requirements do not apply.**

The number of affected employees set to be laid off is approximately 95, which constitutes the Company's entire workforce. The titles of employees to be laid off include; Assembler (65), Maintenance (1), Outside sales (1), Inside Sales (3), Purchasing (2), Quality Control (5), Production Management (2), Accounting (3), Engineering (4), Shipping/Receiving (2), Machine Operator (5), and Warehouse (2). None of the affected employees have "bumping rights," and none are represented by any union. While we believe we have provided all information covered by the applicable regulations, as required by Section 639.7(f) of the WARN Act regulations, we will maintain all other information on the terminations which will be available on request.