

March 20, 2020

WARN Coordinator  
MO Dept. of Higher Education & Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

RE: Notice Pursuant to Federal Worker Adjustment and Retraining  
Notification Act (“WARN”)

Dear WARN Coordinator:

This notice is to advise you of a mass layoff under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN”). The layoff is a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster and the resulting automaker shutdowns and resulting impact on production. The layoff will affect the facility located at 4649 Hwy MM in Hannibal, MO on March 23, 2020. This mass layoff is expected to be temporary. The expected date of the first separation will be March 23, 2020.

It is anticipated that 72 employees will be affected. All affected employees have been or will be notified of their separation dates. A listing of job titles impacted is attached as Exhibit A. The affected employees are not represented by a union. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

This notice is intended to comply with the Company’s notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act (“WARN Act”), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.

<b>Job Name</b>
Die Cast Operator
Quality Auditor
Support Services Team Leader
Support Services Tech
Quality Administrator
Tool Maker
Material Handler
Shift Leader
BIT Leader
Engineer
Quality Manager
Human Resources
VP of Operations
Customer Service