



March 23, 2020

WARN Coordinator
Missouri Department of Higher Education and Workforce
Development
Office of 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 Spartan Light Metal Products 2510 Lakeview in Mexico, Missouri 65265 on March 26, 2020. This mass layoff is expected to be temporary. The expected date of the first separation will be March 26, 2020.

It is anticipated that 332 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.

Spartan Light Metal Products - Impacted by Job Job Title

Name of Position		Total	Name of Position		Total	Name of Position		Total
Accounting Specialist	0	Human Resources Administrator	1	Quality Engineer	2	Total	332	
Accounts Payable Specialist	1	Human Resources Manager	1	Quality Manager	1			
Administrative Assistant	1	Intern, Die Buildup	0	Quality Working Group Leader	2			
Applications Engineer	0	Intern, Engineering	0	Safety & Environmental Manager	1			
Auditor	20	Intern, Finance	0	Safety Admin	0			
Automation Technician	0	IT Support Specialist	0	Senior Cost Accountant	0			
BIT Leader	4	Line Lead	19	Senior Customer Service Representative	0			
CDL Driver - Shipping	3	M & A Operator	101	Senior Engineer	0			
CDL Driver-Shipping	0	Machining Applications Engineer	0	Senior Process Engineer	0			
CNC Lathe Operator	1	Machining Applications Working Group Leader	0	Server/Exchange Administrator	1			
CNC Maintenance Technician	0	Machining Process Engineer	0	Shift Facilitator	2			
CNC Specialist	7	Maintenance and Facilities Manager	1	Shipper	8			
CNC Working Team Leader	1	Material Handler	9	Site Lean Coordinator	0			
Continuous Improvement Leader	0	Melt Technician	3	Supplier	0			
Customer Service Representative	0	Operations Manager	1	Supply Crib Attendant	2			
Customer Services Representative	1	Operations Specialist	3	Support Services Technician	11			
DBU/Tooling Working Team Leader	1	Operations Support Manager	1	Support Services Working Team Leader	2			
Die Cast Operator	47	Operations Trainer	0	Technical Services Assistant	1			
Die Services Lead	0	Planner/Buyer	1	Test	0			
Die Services Technician	14	Preventative Maintenance Technician	5	TEST Supply Crib	0			
Document Control	1	Process Control Manager	1	Tool Maker Technician	0			
Engineer Working Group Leader	1	Process Engineer - Die Cast	1	Tool Room Machinist	5			
Engineering Assistant	1	Process Technician	10	Tool Setter	0			
Engineering Manager	1	Process Working Team Leader	0	Tooling Engineer	1			
Entry Level Engineer	3	Product Engineer	2	Toolsetter	2			
Entry Level Process Engineer	0	Production Accounting Specialist	1	Training Coordinator	1			
Entry Level Quality Engineer	1	Production Scheduler Coordinator	0	Utility Worker	2			
Facilities/Support Technician	1	Purchasing Coordinator	0	VP, Operations	1			
Finance Manager	0	Purchasing Supervisor	1	Working Team Leader	12			
Fulfillment Manager	1	Quality Administrator	1					
Fulfillment/CS Supervisor	0	Quality Administrator/Document Control	0					