



MANN+HUMMEL USA, INC.  
6400 S Sprinkle Rd  
Portage, MI 49002-9706  
USA  
Tel. (269) 329-3900  
info@mann-hummel.com  
www.mann-hummel.com

March 23, 2020

Workforce Development Agency, State of Michigan  
WIOA Title I Section  
Krista Johnson, Manager  
201 North Washington Square, 5<sup>th</sup> Floor  
Lansing, MI 48913

Dear Ms. Johnson,

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that MANN+HUMMEL USA, Inc. will implement layoffs at its facility located at 6400 South Sprinkle Rd, Portage, MI 49002. All laid off employees will be separated between March 23, 2020 and April 6, 2020. This is a non-union facility. Bumping right were not available to be exercised due to the mass amount of individuals being laid off. This action will affect about 377 employees at this time. Once the final number is calculated, another letter will be sent to confirm the number of individuals with corresponding job titles.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and State of Michigan have declared a state of emergency. As a result, critical customers of this facility have ceased production. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review. For further information regarding this matter, you may contact Todd Smith, Human Resources Director at 269-599-4771

Sincerely,

A handwritten signature in black ink, appearing to read "Todd Smith".

Todd Smith  
Director of Human Resources