

Internal
ZF Axle Drives Marysville, LLC
2900 Busha Hwy, Marysville MI 48040



E Division - Axles

Mr. Brian Marcotte
Workforce Development Agency, State of Michigan
Workforce Investment Act Section
Victor Office Center
201 N. Washington Square, 5th Floor
Lansing, MI 48913



Mr. Wayne Pyden
City of Marysville, Mayor
1255 Delaware Avenue
Marysville, MI 48040

March 20, 2020

RE: Notice of Layoff

This letter will serve as notice that ZF Axle Drives Marysville, LLC intends to temporarily suspend operations at its facility located at 2900 Busha Highway, Marysville, MI 48040. This sudden action was necessitated by unforeseeable business circumstances brought about by the Coronavirus.

It is anticipated that approximately 800 employees will be temporarily laid off as a result of the closing. The expected date of the first separation due to the closing is 3/20/2020. A list of the job titles with the number of affected employees in each job classification is available at the Company's facility.

Certain of the Company's employees being temporarily laid off are represented by the U.A.W., Local 961, U.A.W., Local 412, and U.A.W., Local 889. The applicable agreements with the Unions do provide for bumping rights.

Should you have any questions, please contact me at Yvonne.Felts@zf.com or at 810.360.3506.

Sincerely,

A handwritten signature in blue ink that reads 'Yvonne Felts'.

Yvonne Felts, SHRM-SCP
Sr. Manager - HR