

Vitro Automotive Glass
Pittsburgh Glass Works LLC
6251 S. Lauman Road
Ewart, MI, 49631, USA
www.vitro.com

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June 11, 2020

Brian Marcotte
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services Division
201 N Washington Square, 5th Floor
Lansing, MI 48913

Re: Vitro Automotive / Pittsburgh Glass Works, LLC

Dear Mr. Marcotte:

On April 8, 2020, Vitro Automotive / Pittsburgh Glass Works, LLC sent a letter complying with the provisions of the Worker Adjustment and Retraining Notification (“WARN”) Act, announcing the permanent closure of the Ewart, Michigan facility effective June 30, 2020. The Company is announcing today that we will need to postpone the closure, and as a result of this decision, employees at the plant will be permanently laid off and their employment will be terminated on a date that will occur between July 17, 2020 and July 31, 2020. The reason for the postponement is that it has taken longer than originally anticipated to complete the winding down of operations of the Ewart Plant.

The Company official to contact for further information about this matter is Joshua Sacks, Manager HR/EHS, 6251 S. Lauman Road, Ewart MI 49631. Mr. Sacks’ telephone number is (231) 349-7538.

To the extent notification is required pursuant to the provisions of the Worker Adjustment and Retraining Notification (“WARN”) Act, this letter will constitute that notice.

Very truly yours,

David Tesner, Plant Manager

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April 8, 2020

Brian Marcotte
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services Division
201 N Washington Square, 5th Floor
Lansing, MI 48913

Re: Vitro Automotive / Pittsburgh Glass Works, LLC

Dear Mr. Marcotte:

Vitro Automotive / Pittsburgh Glass Works, LLC (Company) operates a manufacturing plant at 6251 S. Lauman Road, Ewart, Michigan. Due to the unforeseen and unprecedented impact of the COVID-19 pandemic on the Company's business, the Company temporarily shut down operations at the Ewart facility on March 23, 2020 in response to the decision of our customers to temporarily shut down their operations in response to the COVID-19 pandemic. This resulted in a temporary layoff of the employees identified on Attachment 1 to this letter. Based on the information from our customers at the time, we expected to be shut down for only 1 to 2 weeks and then to resume operations. As the pandemic has continued, our customers' plans have changed, resulting in the need to extend the temporary layoffs beyond the period we initially expected.

Unfortunately, as a result of the dramatic and unforeseen impact that the COVID-19 pandemic has had on our business and our customers' businesses, the Company has made the difficult decision to permanently close the Ewart plant effective June 30, 2020. As a result of this decision, employees at the plant will be permanently laid off and terminated from employment. This separation from employment will occur regardless of whether employees are recalled to employment in the interim to meet customer needs occurring before their separation date. We very much regret that it has become necessary to make this decision. We could not have foreseen the unprecedented events arising out of this pandemic and the impact on our business, and therefore, it was not possible to give any greater advance notice of the initial temporary layoff or the decision to permanently close the plant in June 2020.

The names, job classifications, and dates of layoff for each of these employees are set forth on Attachment 1 to this letter. The laid off employees do not have bumping rights.

The Company official to contact for further information about this matter is Joshua Sacks, Manager HR/EHS, 6251 S. Lauman Road, Ewart MI 49631. Mr. Sacks' telephone number is (231) 349-7538.

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Very truly yours,

David Tesner, Plant Manager