



**Howmet Engine Systems
Whitehall Operations**

919 Lakeview Street
Whitehall, Michigan 49461 USA

June 1, 2020

VIA FIRST CLASS MAIL

Mayor Debi Hillebrand
City of Whitehall
324 S Mears Avenue
Whitehall, MI 49461

VIA E-MAIL

Brian Marcotte
Attn: Layoff/WARN
WIOA Dislocated Service Section Manager
201 N. Washington Square, 5th Floor
Lansing, MI 48913

Re: Notification of Layoffs at Howmet Aerospace, Whitehall Operations located at 1 Misco Drive, Whitehall MI 46429

Howmet Aerospace's (the "Company") Whitehall facility has been significantly impacted by the COVID-19 pandemic, and pursuant to any requirement that might exist under the federal Worker Adjustment Retraining and Notification Act ("WARN"), this letter is to provide notice about layoffs the Company has been and will be conducting.

The Company's Whitehall facility has employees both covered, and not covered, by a Collective Bargaining Agreement ("CBA"). The Company was forced to permanently lay-off 306 employees from April 3, 2020 through May 31, 2020. In addition, over that timeframe 319 employees exercised their rights under the CBA to be temporarily voluntarily laid off. At this time the Company now believes that those voluntary layoffs may become permanent, due to business circumstances the Company could not reasonably foresee in the form of a sudden and recent reduction in customer orders related to the COVID-19 pandemic.

At this point the Company is unable to identify the specific employees who may be impacted by the conversion of these layoffs from temporary to permanent. Bumping rights exist in the CBA and may allow some or all of those employees who were voluntarily laid off to replace less-senior employees when they elect to return.

The Company would have liked to give more notice of this action, but was unable to do so because of how quickly and unexpectedly its business operations were impacted by the COVID-19 pandemic, including the related governmental actions and economic impact on its customers.

As permitted by 20 C.F.R. § 639.7(f), the following information is maintained on-site and is readily accessible and available to you upon request: the anticipated schedule for making separations; the job titles of the positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; and the name of each union representing affected employees, and the name and address of the chief elected officer of each union.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or would like further information, you may contact me at (231) 894-7328.

Sincerely,

A handwritten signature in blue ink, appearing to read "Amy L.H. Heisser". The signature is fluid and cursive, with the first name "Amy" written in a smaller, more compact style than the last name "Heisser".

Amy L.H. Heisser
Human Resources Director
Howmet Aerospace
Whitehall Operations