

June 26, 2020

Jimelle Blakley, Manager  
Department of Labor and Economic Opportunity, Workforce Development  
201 N. Washington Square, 5<sup>th</sup> Floor  
Lansing, Michigan 48913

Brian Marcotte  
WIOA Dislocated Services Section Manager  
Workforce Development – Targeted Services Division  
201 N. Washington Square, 5<sup>th</sup> Floor  
Lansing, Michigan 48913

Kevin McDaniel  
Office of the Mayor  
1827 N. Squirrel Road  
Auburn Hills, MI 48326

Re: Norma Michigan, Inc.  
Reduction in Force Under the WARN Act

Dear Ms. Blakley,

Please accept this notice, pursuant to the Work Adjustment Retraining and Notification Act (WARN) 29 USCS § 2101, that Norma Michigan, Inc., located at 2430 E. Walton Blvd, Auburn Hills, MI 48326, will experience a reduction in force affecting 6 employees of the company's regional headquarters. The reduction in force is due to changing business conditions as a result of the effects the COVID-19 pandemic, but will occur at the same site as a Norma plant that will be permanently closing on July 8, 2020 or shortly thereafter, for which Norma Michigan, Inc. previously served all affected plant employees and the above state officials with a WARN notification on May 8, 2020.

The expected date of first separation is August 25, 2020. All affected employees were notified of the impending separation on June 26, 2020. None of the affected employees are represented by a union.

Please contact Ms. Sarah Krueger, Vice President of Human Resources, at 1-248-904-7863 should you have any questions.

Best Regards,

Sarah Krueger



JB