

July 14, 2020

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

Dear Mr. Marcotte:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff or closing.

You were previously notified that IAC Alma, LLC ("IAC") located at 1965 Williams St, Alma, MI 48801 would have a mass layoff on August 14, 2020. Due to unforeseen business circumstances resulting from the COVID-19 pandemic and an unexpected decline in customer demand, the mass layoff will now occur on or about July 17, 2020 for 39 of those employees. A list of affected positions, and the number of employees in those positions, is enclosed. The other affected employees previously identified will be subject to permanent layoff on August 14, 2020 as specified in our previous notice.

Some of the employees may have bumping rights. The bargaining unit employees are represented by the USW Local 2-540.

If you have further questions or need additional information I can be reached at the above address or you may contact me at 989-463-6173 ext. 208.

Sincerely,



Dawn McGourty
Human Resources Manager
IAC Alma, LLC

| Position | Reduction |
|------------------------|------------------|
| Molding Operator | 16 |
| Finishing Operator | 19 |
| Molding Relief | 1 |
| Finishing Utility | 1 |
| Warehouse | 1 |
| Quality Auditor | 1 |
| Total Reduction | 39 |