



**AAR**

Mobility Systems

*An ISO 9001 Registered Company*

A division of AAR Manufacturing, Inc.

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APR 01 2013

WIA

WORKFORCE PROGRAMS

April 1, 2013

Workforce Development Agency, State of Michigan  
Workforce Investment Act Section  
Victor Office Center  
201 N Washington Sq. 5<sup>th</sup> Floor  
Lansing, MI 48913

To Stephanie Beckhorn:

Due to the reductions in Department of Defense spending, the delay in the defense budget, combined with the delays associated with the DLA contract AAR Mobility Systems continues to experience reductions in sales orders. Accordingly, we have been forced to continue to make difficult decisions in regards to our staffing requirements. In late spring we will have to make reductions to our staff. Attached you will find the WARN notice regarding these reductions. We hope to accomplish this workforce reduction with the least possible disruption to the lives of our employees and the community.

We are asking everyone's support in making this transition as smooth as possible. Please let us know if you have further concerns to discuss.

Respectfully,

Nancy Lorenzen  
Sr. Human Resources Manager



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**STATE GOVERNMENT NOTICE OF MASS LAYOFF  
PURSUANT TO WORKER ADJUSTMENT AND  
RETRAINING NOTIFICATION ACT**

The Worker Adjustment and Retraining Notification Act ("WARN") has established guidelines for notifying state governments of plant closings and mass layoffs. Although notice may not be required in this instance pursuant to WARN, the Company in good faith has decided to provide WARN notice. Accordingly, you are hereby notified that AAR Mobility Systems (the "Company") will execute a mass layoff at the Cadillac, Michigan facilities.

I. Name and Address of Employment Site Where Mass Layoff Will Occur:

AAR Mobility Systems  
201 Haynes St  
Cadillac, MI 49601

(Including 1405 6<sup>th</sup> Ave., Cadillac and 612 7<sup>th</sup> St. Cadillac locations)

Telephone: 231-779-8800

II. Nature of Planned Action:

This will be a Mass Layoff.

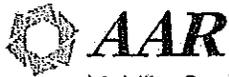
III. Expected Date of First Separation:

The 31st day of May, 2013.

IV. Anticipated Schedule for Making Separations: May 31, 2013

Job Titles of Positions to be Affected & No. of Affected Employees in each Job Classification:

|        | Job Titles            | /No. of Employees |
|--------|-----------------------|-------------------|
| (i)    | General Production    | 79                |
| (ii)   | Material Handler      | 8                 |
| (iii)  | Electrical Technician | 1                 |
| (iv)   | Painter               | 1                 |
| (v)    | Saw Operator          | 2                 |
| (vi)   | Electrical Assembler  | 4                 |
| (vii)  | Machine Operator      | 6                 |
| (viii) | Welder                | 8                 |
| (ix)   | Tank Operator         | 1                 |



Mobility Systems

|         |                         |   |
|---------|-------------------------|---|
| (x)     | Gluer                   | 1 |
| (xi)    | Inspector               | 2 |
| (xii)   | Maintenance             | 1 |
| (xiii)  | Shear Operator          | 1 |
| (xiv)   | Janitor                 | 1 |
| (xv)    | Production Lead         | 3 |
| (xvi)   | Quality Clerk           | 1 |
| (xvii)  | Paint Manu Engineer     | 1 |
| (xviii) | Quality Engineer        | 1 |
| (xix)   | Maintenance Coordinator | 1 |
| (xx)    | Purchasing Clerk        | 1 |
| (xxi)   | Transportation Clerk    | 1 |
| (xxii)  | Helpdesk Support        | 1 |
| (xxiii) | Sr. Accountant          | 1 |
| (xxiv)  | Engineer                | 1 |
| (xxv)   | Detailer                | 2 |

- V. There are bumping rights for the Union hourly employees (i) – (xiv) and no bumping rights for the salaried employees (xv) – (xxv).
- VI. The UAW Local 1433 bargaining representatives are representing the effected hourly employees (i) – (xiv) at this facility.

UAW Local 1433:

Rob Riojas, Union Chairperson  
Michelle Sackett, Union President  
201 Haynes St.  
Cadillac, MI 49601

UAW Chief Elected Official:

Bob King  
UAW Solidarity House  
8000 E. Jefferson Ave  
Detroit, MI 48214

UAW Region 1 D International Rep:

Jeff Beegle  
UAW Region 1D  
3300 Leonard St. NE  
Grand Rapids, MI 49525

- VII. For further information you may contact the following Company official:

Mrs. Nancy Lorenzen  
201 Haynes St  
Cadillac, MI 49601  
231-779-6361

This mass layoff is considered permanent.