

January 3, 2017

RECEIVED

JAN 04 2017

WIA

WORKFORCE PROGRAMS

Workforce Transition Unit
Dept. of Labor and Economic Growth
Fifth Floor
201 N. Washington Square
Lansing, Mich. 48913

Re: WARN Act Notice/ American Seating Company's Architectural Fixed Seating business

To whom it may concern:

This letter is to inform you of a potential "plant closing," as defined by the Worker Adjustment and Retraining Notification ("WARN") Act, at American Seating Company's Architectural & Office Environments business unit, located at 801 Broadway Avenue NW, Grand Rapids, MI 49504.

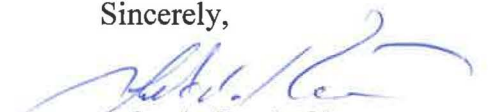
American Seating Company has signed a Letter of Intent to sell the Company's Architectural Fixed Seating business to Irwin Seating Company. This sale is the culmination of an ongoing effort by the company to optimize its operations and resources in order to pursue significant growth opportunities in the Transportation Seating Market where it is already a recognized leader.

We want to emphasize that this notice only applies to the Architectural Fixed Seating Business, and not American Seating's other divisions, business units, or product lines, located at the same address.

The sale of the Architectural Fixed Seating Business will be permanent. The expected date for the first separations would be March 3, 2017, or within 14 days thereafter. Approximately 80 employees will be affected by the sale. Some affected employees are represented by the United Auto Workers, Local 135. Employees represented by the UAW may have bumping rights pursuant to the collective bargaining agreement between the UAW and American Seating. There are no bumping rights available to non-union employees. Some employees may have employment opportunities with Irwin Seating after the sale closes.

Information regarding the job classifications that may be affected by the closing is available on site, if you wish to review it. For further information, please John Kaminski at 616-732-6580.

Sincerely,



John A. Kaminski
Director of Human Resources
American Seating Company

401 American Seating Center
Grand Rapids, MI 49504-4499
Phone 616-732-6600
americanseating.com