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Welfare Reform/Trade Act  
WDA OTDS

12775 Oakland Parkway, Highland Park, MI 48203  
Phone (313) 252-5235 Fax (313) 252-4260

November 20, 2017

**VIA EMAIL to johnsonk2@michigan.gov**  
**and Fax: (517) 373-7794**

Krista Johnson  
Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs  
Victor Office Center – 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, MI 48913  
Fax: 517.373.4648

Re: Yanfeng US Automotive Interior Systems I LLC (“Yanfeng”)  
Notice of Mass Layoff - 12775 Oakland Parkway, Highland Park, MI 48203

Dear Ms. Johnson:

As a measure of precaution and to be in compliance with the Worker Adjustment and Retraining Notification (“WARN”) Act, Yanfeng is providing notices of layoffs that will affect certain Yanfeng employees at its facility at 12775 Oakland Parkway, Highland Park, MI 48203. The layoffs have been prompted by a loss of business. This action is expected to result in the permanent elimination of 345 total positions; 20 salaried positions, 207 hourly union positions and 118 third-party contract positions. Yanfeng expects the job eliminations to occur no earlier than January 20, 2018 and will continue through March 30, 2018. Although a precise schedule of the layoffs is not known because the layoffs will be based on customer demands, attached is a list of job titles, number affected within each job title, and the anticipated layoff date for each employee. Yanfeng will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their termination.

The hourly union employees are represented by the United Automobile Workers (UAW) Local 400. The representative of this union is Jimmy Caygill, President of UAW Local 400. Mr. Caygill is located at 50595 Mound Rd. Utica, MI 48317483017. Earlier this year, Yanfeng negotiated a Plant Reduction Agreement with Local 400. The layoffs will be permanent. Affected union employees may have bumping rights to remain in the plant subject to the terms of the applicable Collective Bargaining Agreement. There are no bumping rights for unrepresented employees.

If you need additional information, please contact Kimberly Murry, HR Manager, at 12775 Oakland Parkway, Highland Park, Michigan 48203 or via telephone at 313-252-4264.

Sincerely,  
  
Kimberly Murry  
Human Resources Manager

Attachment

**AFFECTED JOB CLASSIFICATIONS & NUMBER OF EMPLOYEES PER CLASSIFICATION  
YANFENG-HIGHLAND PARK, MI PLANT.**

<b><u>Date of Anticipated Layoff</u></b>	<b><u>Affected Job Classification(s)</u></b>	<b><u>Number of Employees Per Classification</u></b>
January 20, 2018 (or within two weeks thereafter)	Repair Technician	2
	Team Lead	6
	Utility Relief	5
	Quality Technician	2
	Liaison	1
	Process Technician	0
	Receiving Clerk	1
	Material Handler	1
	Mech Elec Technician	1
	Production Associate	45
<b><u>Date of Anticipated Layoff</u></b>	<b><u>Affected Job Classification(s)</u></b>	<b><u>Number of Employees Per Classification</u></b>
March 30, 2018 (or within two weeks thereafter)	Repair Technician	2
	Team Lead	7
	Utility Relief	10
	Quality Technician	3
	Liaison	2
	Process Technician	3
	Receiving Clerk	2
	Material Handler	19
	Mech Elec Technician	3
	Production Associate	92

**PLEASE NOTE, THIS LIST DOES NOT REFLECT EMPLOYEE BUMPING RIGHTS.**