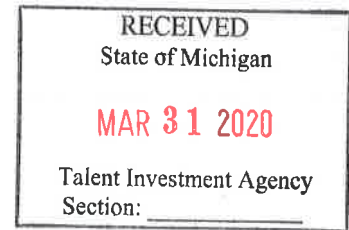




March 26, 2020



To: Krista Johnson
WIOA Title I Section Manager
Workforce Development Agency, State of Michigan
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913

(See attached Proof of Service for additional recipients)

NOTICE OF TEMPORARY LAYOFF TO CITY, COUNTY AND STATE OFFICIALS PURSUANT TO THE WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ("WARN") ACT

Please be advised that Ken Garff Automotive, LLC and its subsidiaries (collectively "Ken Garff") are forced to institute layoffs in the State of Michigan affecting numerous employees effective March 26, 2020. Ken Garff intends these layoffs to be temporary. Ken Garff expects the first temporary layoffs may occur as early as March 27, 2020 and could include as much as 50% of the Michigan dealership employees initially and may include subsequent temporary layoffs under this notice. Because of the quickly developing and changing circumstances described below, it is not possible at this time to outline the anticipated or a detailed layoff schedule.

On March 11, 2020, the World Health Organization declared the virus known as COVID-19 a global pandemic. On March 13, 2020, President Donald Trump declared a national emergency due to COVID-19. States around the country have been issuing orders requiring people to remain in their homes and for certain businesses to close or reduce capacity. Further, on March 23, 2020, Governor Gretchen Whitmer issued Executive Order No. 2020-21 to all Michigan residents, except personnel deemed to be critical infrastructure workers, to "stay at home" and not leave their homes except for visits to essential businesses such as grocery stores, banks and healthcare facilities. These unprecedented actions are rightfully designed to slow COVID-19's infection rate, but they also have a direct and detrimental impact on Ken Garff's operations in the United States and in Michigan.

Pursuant to Federal and Michigan law, Ken Garff provides this Notice regarding the corresponding temporary layoffs to the applicable government officials. As a result of the rapidly changing environment, Ken Garff was unable to provide the affected employees with 60 days' notice of these layoffs as it is caused by COVID-19 related business circumstances that were not reasonably foreseeable as of the time that notice would have been required. Further, these layoffs are the result of the disaster and calamities caused by COVID-19's disruption to the global supply chain and to Ken Garff's operations within the United States and in the State of Michigan, as well as Executive Order No. 2020-21 referenced above. Given these very recent developments, and because this business

downturn is a direct result of unforeseen circumstances entirely out of Ken Garff's control, Ken Garff provided notice to all affected employees as soon as practicable.

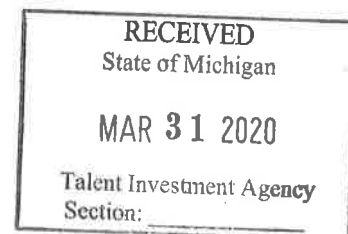
Positions subject to these temporary layoffs, as well as the number of people impacted in each position, include the following:

GL Novi, LLC dba Cadillac of Novi, 41350 Grand River Avenue, Novi, Michigan 48375

1. Sales Associates = 20
2. Finance Managers = 3
3. Service Advisors = 5
4. Technicians (main) = 12
5. Quick Lube Technicians = 5
6. Managers (dealership/regional) = 11
7. Assistants to Managers = 3
8. Office Clerks/Administrators = 5
9. Parts (front/back/driver) = 3
10. Rental Coordinators = 2
11. Sales BDC = 3
12. Sales Lot Techs = 5
13. Service Lot Techs = 10
14. Detailer = 2
15. Photographer = 1
16. Cashiers = 5

GL Southfield, dba Southfield Chrysler Dodge Jeep Ram, 28100 Telegraph Rd, Southfield, Michigan 48034

1. Sales Associates = 32
2. Finance Managers = 5
3. Service Advisors = 7
4. Technicians (main) = 24
5. Quick Lube Technicians = 6
6. Shop Dispatcher = 1
7. Managers (dealership/regional) = 18
8. Assistants to Managers = 6
9. Office Clerks/Administrators = 11
10. Parts (front, back, drivers) = 4
11. Parts Cashiers = 6
12. Collision Repair Technicians = 10
13. Lot Techs = 13
14. Sales/Service Cashiers and Receptionists = 3
15. Sales BDC = 1
16. Estimator = 1
17. IT Specialist = 1
18. Photographer = 1



GL Telegraph, LLC dba Telegraph Chrysler Dodge Jeep Ram, 12000 Telegraph Rd, Taylor, Michigan 48180

1. Sales Associates = 26
2. Finance Managers = 4
3. Service Advisors = 4
4. Technicians (service and advanced lube) = 15
5. Quick Lube Technicians = 5
6. Quick Lube Advisors = 4
7. Collision Repair Technicians = 2
8. Managers = 14
9. Assistants to Managers = 5
10. Office Clerks/Administrators = 9
11. Parts Counter (front/back/wholesale/drivers) = 8
12. Sales BDC = 3
13. Lot Techs = 7
14. Receptionists = 2
15. Detailers = 2
16. Painter = 1
17. Cashiers = 2
18. Shuttle Drivers = 2

There is no union that represents employees at these dealerships, and no provisions in Ken Garff's policies allow for transfer, bumping, or reassignment.

If you have questions, you may contact Michael D. Creer, General Counsel for Ken Garff Automotive, LLC, (801) 257-3468, mikec@kengarff.com.

PROOF OF SERVICE

I am a resident of the State of Utah and over the age of eighteen years. My business address is: Ken Garff Automotive, LLC located at 111 East Broadway, Salt Lake City, UT 84111. On **March 26, 2020**, I mailed the foregoing **NOTICE OF LAYOFF TO CITY, COUNTY AND STATE OFFICIALS PURSUANT TO THE WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT**,

by placing the document listed above in sealed envelopes with postage thereon fully prepaid, in United States mail in the State of Utah with addresses as set forth below.

Krista Johnson
WIOA Title I Section Manager
Workforce Development Agency, State of Michigan
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913

David T. Woodward
Chairman of the Oakland County Commission
1200 N. Telegraph Rd.
Pontiac, Michigan 48341

Kenson J. Siver
Mayor of City of Southfield
26000 Evergreen Rd.
P.O. Box 2055
Southfield, Michigan 48037-2055

Bob Gatt
Mayor of City of Novi
45175 Ten Mile Rd
Novi, Michigan 48375

Alisha Bell
Chair of the Wayne County Commission
500 Griswold, 7th Floor
Detroit, Michigan 48226

Rick Sollars
Mayor of City of Taylor
23555 Goddard Rd.
Taylor, Michigan 48180

I am readily familiar with the practice of collection and processing correspondence for mailing. Under that practice it would be deposited with the U.S. Postal Service on that same day with postage thereon fully prepaid in the ordinary course of business. I declare under penalty of perjury under the laws of the State of Utah that the above is true and correct.

Executed on **March 26, 2020**, in Salt Lake City, Utah.


Lauren Doane