



April 1, 2020

Via eMail: ([TAA@michigan.gov](mailto:TAA@michigan.gov)) and US Mail

Jimelle Blakley, Manager  
Department of Labor and Economic Opportunity, Workforce Development  
201 N. Washington Square, 5th Floor  
Lansing, Michigan 48913

Re: Layoff of Employees at Trico Products, LLC

Dear Rapid Response Team:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that Trico Products, LLC, located at 3225 W Hamlin Road, Rochester Hills, MI 48309 will engage in a mass layoff on a rolling basis, commencing on April 1, 2020. This will result in the layoff of approximately 108 employees. We expect all affected employees will be informed of the layoff within fourteen days. The duration of the mass layoff is unknown at this point, but we currently anticipate beginning recalls starting April 30, 2020.

The affected employees are not part of a union. Bumping rights do not exist for the affected employees.

This decision is being made as a result of the unforeseeable, dramatic decreases in our business caused by concerns related to the natural disaster that is the Coronavirus. While we are hopeful the layoff will not be long-lasting, we are nevertheless providing you this notice out of an abundance of caution to ensure compliance with the law, in the event the layoffs exceed six months. Because of the unforeseeable business circumstances created by this natural disaster, we are availing the Company of the exception to the 60-day notice requirement, as business circumstances were not reasonably foreseeable as of the time that notice would have been required, and instead are providing this notice as quickly as possible.

If you have any questions or would like additional information about this matter, please contact me at (956) 371-9142.

Sincerely,

Marcy O. Pena  
Director, Human Resources

CC: Mr. Bryan K. Barnett, Mayor of Rochester Hills  
(via email at [mayorsoffice@rochesterhills.org](mailto:mayorsoffice@rochesterhills.org))