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State of Michigan
APR 30 2020
Talent Investment Agency
Section: _____

April 27, 2020

Via U.S Mail

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

Mayor and City Council for the City of Benton Harbor
c/o Mayor Marcus Muhammad
Benton Harbor City Hall
200 E. Wall Street
Benton Harbor, MI 49022

Village of Stevensville
C/O Clerk
5768 St. Joseph Avenue
Stevensville, MI 49127

Re: Aludyne Facilities located in Benton Harbor & Stevensville, Michigan
Mass Layoff Notice Under the WARN Act

Dear Sir or Madam:

This letter serves as notice pursuant to the Worker Adjustment and Retraining Notification Act (the "WARN Act"), 29 U.S.C. § 2101 *et seq.* (to the extent applicable), that Aludyne, Inc., (the "Company") will be permanently laying off 44 employees at its facilities located in Benton Harbor & Stevensville, Michigan. Unforeseen business circumstances related to the escalating COVID-19 pandemic have necessitated execution of a permanent layoff as detailed below. Therefore, as required by the regulations implementing the WARN Act, please be advised of the following information:

1. Aludyne Facilities located at 1320 Paw Paw Avenue, Benton Harbor, MI 49022 and 2800 Yasdick Drive, Stevensville, MI 49127

2. *Contact Person for Further Information*. Nicole Beaver of Human Resource, Nicole.Beaver@aludyne.com, (269) 876-5083.

3. *Nature of Action*. The Company will be carrying out a mass layoff regarding its employees working at this location. The layoff is expected to be permanent. The layoff results from unexpected and unforeseen business circumstances related to the escalating COVID-19 pandemic and natural disaster. The changing economic conditions have led to a substantial and unexpected reduction in production forecasts. As such, the Company is unable to furnish employment for all of the Company's employees, and the Company could not provide earlier notice.

4. *Expected Date*. The affected employees will all be permanently laid off effective April 27, 2020.

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5. *Union Representation*. None of the affected employees are represented by union.

6. *Bumping Rights*. There are no bumping rights.

7. *Job Titles and Number of Employees Affected*. This information is summarized in Attachment A to this notice.

8. *Non-Admission*. Nothing in this letter should be considered as evidence of or an admission that the provisions of the WARN Act do, or do not, apply.

Should you have any questions, please contact me at Nicole.beaver@aludyne.com, (269) 876-5083.

Very truly yours,

Nicole Beaver

Nicole Beaver
HR Manager
West Michigan Campus
269-876-5083

Encl.

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Attachment A

Job Title	Number of Employees
Casting Operator	8
LPI Operator	16
Finishing Operator	13
Material Handler	1
Tooling Supervisor	1
Shift Supervisor	1
Finance Analyst	1
Melt Operator	3