



May 8, 2020

Via US Mail and Email

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

Via US Mail and Email

Cadillac Mayor Carla J. Filkins
200 N Lake Street
Cadillac, MI 49601
cfilkins@cadillac-mi.net

Via Overnight Federal Express

Novi Mayor Bob Gatt
45175 Ten Mile Road
Novi, Michigan 48375

To Whom It May Concern,

This letter is to inform your office of indefinite layoffs by AKWEL Automotive because of the ongoing COVID-19 pandemic. While AKWEL anticipates that this layoff will be temporary for many employees, it might also exceed six months and/or become permanent for others. In addition, we might have a need to place additional employees on indefinite layoff as the unprecedented situation continues to evolve. In an abundance of caution, we are providing you notice in accordance with the federal Worker Adjustment and Retraining Notification Act. We expect that affected employees will begin transitioning to indefinite layoff between May 15, 2020 and June 1, 2020.

The employment sites for which the layoffs are planned are AKWEL's locations in Cadillac and Novi. The address of the Cadillac facility is 603 7th Street, Cadillac, MI 49601. The address of the Novi location is 39750 Grand River Avenue, Novi, MI 48375.

Enclosed with this letter is a list of all job titles and number of employees at both locations. Because we are not currently certain as to which employees will be impacted by the indefinite layoff, we are including information for all employees. There are no bumping rights available to the employees, nor are they represented by a union.

Greater advance notice of this indefinite layoff was not given because of the unforeseeable business circumstances provision in the WARN Act. This provision applies because the scope of the COVID-19 pandemic in Michigan, the continuing restrictions on manufacturing operations to mitigate the spread of COVID-19, and the impact of the COVID-19 pandemic and the continuing restrictions on AKWEL's business was not reasonably foreseeable. For further information or if you have any questions, please contact me at 248-318-9165.

Sincerely,

Allison Dowling

Regional Director of Human Resources