



August 3, 2020

Via Email with Read Receipt and First-Class Mail

Jimelle Howard
Manager
Department of Labor and Economic Opportunity
Workforce Development
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Lansing, Michigan 48913
LEO-RapidResponseCommunications@Michigan.gov

Sheldon Neeley
Mayor
Flint Municipal Center
City Hall
1101 S. Saginaw Street
Flint, MI 48502
mayor@cityofflint.com

Re: Announcement of Planned Action

Dear Recipients:

This letter is notice that ADESA Lansing, LLC ("Company") is taking job actions in relation to employees who work at ADESA Flint, located at 3711 Western Road, Flint, MI 48506.

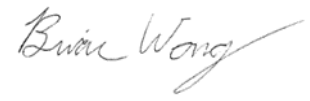
On June 24, 2020, we informed you we were terminating 133 employees at this facility as of August 1, 2020. Circumstances have continued to deteriorate, and we anticipate there may be an additional 40 affected employees.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

Whether or not these actions trigger the requirements of the Worker Adjustment and Retraining Notification Act or applicable state law, we thought it appropriate to give you this notice. We are taking these actions because of the COVID-19 natural disaster and national emergency, and COVID-19-related business circumstances that were not reasonably foreseeable.

Should you wish further information, please contact Marty Nowlin, SVP of Human Resources, at (317) 843-3167.

Sincerely,

A handwritten signature in cursive script that reads "Brian Wong". The signature is written in a dark ink and is positioned below the word "Sincerely,".

Brian Wong