

March 5, 2021

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Via email: LEO-RapidResponseCommunications@Michigan.gov

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To Whom It May Concern:

JD Norman Industries, Inc. (“Company”) writes to inform your offices of information related to the planned permanent closure of its entire operations at JD Norman Leslie Plant, 815 Rice Street, Leslie, Michigan 49251 (“Leslie” plant).

The Company has recently experienced difficult times, including the unexpected loss of a major customer, General Motors. Unfortunately, despite the Company’s attempts to restructure the business and find additional capital, it cannot continue operations at the Leslie location on a long-term basis. During the negotiations, as described below, the Company notified the employees at the Leslie plant by letter that it anticipated their employment would end around April 25, 2021 (65 days from the date of that letter).

The Company has been working on an agreement with its current biggest customer (“Customer”) that would provide sufficient funding to allow the Company to both delay the shutdown of the Leslie plant and to provide the employees with an updated notice of their termination date at least 60 days prior to its occurrence. The Company devoted weeks to diligently working to finalize that agreement, going back to the beginning of February 2021. The Company was confident it would be successful in doing so, based on the parties’ interests, negotiations, and representations made to the Company by the Customer and by the Company’s advisors who have been negotiating on behalf of the Company.

On March 5, 2021, to the Company’s great surprise and disappointment, it was informed by the Customer that it was no longer willing, as part of the agreement, to commit to funding payroll and benefits for the Leslie employees long enough for the Company to provide the 60 day advance updated notice described above, which it planned to do as soon as the agreement was finalized. As a result of this unexpected situation, while the Company has not given up, it has lost its previous high level of confidence that it will reach a final agreement that will secure the funds needed to continue to pay the employees and continue operations at Leslie for at least 60 additional days, and is, therefore, providing this notice.

Based on this unexpected and unforeseeable change in the Customer’s position, all employees at the Leslie location will terminate employment effective on a date anticipated to occur between April 30, 2021 and May 13, 2021, and the entire site will permanently close. None of the employees is represented by a union, nor has bumping rights. The Company is providing updated notice to all affected employees today and tomorrow of their employment termination within such date range, and of the planned shutdown.

At this point, the Company plans to continue to work diligently and tirelessly to reach a final agreement with the Customer that would ensure that the employees at Leslie can continue employment for at least the full 60-day period it had planned on until today. The Company will update your offices if that occurs.

