

April 30, 2021

Jimelle Howard, Manager  
Department of Labor and Economic Opportunity, Workforce Development  
201 N. Washington Square, 5<sup>th</sup> Floor  
Lansing, MI 48913  
Email: LEO-RapidResponseCommunications@Michigan.gov

Re: WARN Act Notice

Dear Ms. Howard:

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), we regret to inform you that Tenneco will terminate the employment of employees at its Federal-Mogul Piston Rings LLC Sparta, MI facility located at 200 S Maple St., Sparta, MI 49345 due to a complete plant closure.

This action is expected to be permanent in nature. This action is due to changing global trends and technical changes within the industry that are dramatically lowering the demand globally for piston ring castings. Current business located within the Sparta MI plant will be transferred to other Tenneco sites globally. The employment terminations are expected to commence on July 2, 2021 (or on a date within the 13-day period immediately following July 2, 2021).

The number of workers who hold affected jobs in each job classification, the job titles of the affected positions, and schedule of separations are as shown on Exhibit "A" which is attached and made a part of this notice.

Employee terminations are anticipated to occur between July 2, 2021 and the cessation of operations and additional notice at least 60 days ahead of the effective termination dates will be provided regarding those future additional terminations once the schedule is determined.

Bumping rights exist for affected union-represented employees and such employees will be affected in accordance with the provisions of the collective bargaining agreement and Closure Agreement that was negotiated on October 13, 2020. Non-union employees have no bumping rights.

Affected hourly employees at this location are represented by Local No. 8 of the International Union of United Automobile Aerospace and Agricultural Implement Workers

of America (U.A.W). Exhibit "B" (also attached) contains the name of the Chairperson of the Local No. 8.

For further information regarding this action, please contact Jill Nelson, Human Resource Manager, at 616-887-6401.

Sincerely,



Jill Nelson  
Human Resource Manager  
Federal-Mogul Piston Rings LLC  
A Tenneco Group Company  
[jill.nelson@tenneco.com](mailto:jill.nelson@tenneco.com)  
616-887-6401

Enclosures

**Exhibit A:** Job Classifications, Number of Affected Employees in each Classification and Layoff Dates.

**Exhibit B:** Name and address of the Chairperson of the Local No. 8.

**Exhibit A:**

Job Classifications, Number of Affected Employees in each Classification and Layoff Dates.

<b>Job Classification</b>	<b>Layoff Date</b>	<b>Number of Affected Employees</b>
Auto Grind	7/2/2021	3
Auto Molder	7/2/2021	3
Electrical Supervisor	7/2/2021	1
Electronics Tech	7/2/2021	1
Furnace Operator	7/2/2021	1
Hardness Control	7/2/2021	1
Heat Treat	7/2/2021	2
Iron Pourer	7/2/2021	4
Machine Builder	7/2/2021	2
Machine Repair Apprentice	7/2/2021	2
Maintenance Supervisor	7/2/2021	1
Melt Coordinator	7/2/2021	1
MHS Operator	7/2/2021	1
Paint & Wrap	7/2/2021	3
Pits and Tunnels	7/2/2021	2
Production Control Clerk	7/2/2021	1
Production Supervisor	7/2/2021	1
Production Tractor Driver	7/2/2021	3
Quality Control/Lab Tech	7/2/2021	2*
Rotary/Ellis Grinder	7/2/2021	1
Rough Ring Inspector	7/2/2021	4
Scheduler	7/2/2021	1
Semi Molder	7/2/2021	2
Shake Out	7/2/2021	4
Shipping	7/2/2021	2
Sprue Hauler	7/2/2021	1
SPU 43G	7/2/2021	1
SPU M&G	7/2/2021	2
SPU Melt	7/2/2021	3
Stockmover	7/2/2021	1
Trevo	7/2/2021	3
Wet Grind Axel Shim VS (6262/6965)	7/2/2021	4
Wet Grind Rough Grind Split VS (1073)	7/2/2021	1
Wet Grind Semi Finish Heat Treat VS (4730/4732/4734)	7/2/2021	3
Wet Grind Twin Grind Heat Treat VS (6264)	7/2/2021	2

Wet Grind/Transmission Shim Insp & Wrap	7/2/2021	1
---	----------	---

\*Open Position listed due to current grievance procedure in effect for individual previously within position.

**Exhibit B:**

Name and address of the Chairperson of the Local No. 8.

<b>Title</b>	<b>Name</b>	<b>Address/Phone</b>
Local No. 8 Chairperson	Nicholas Brooks	200 S Maple St Sparta, MI 49345 616-887-8412