



October 18, 2016

Via Electronic Email to johnsonk2@michigan.gov
and Fax: (517) 373-7794

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

Dear Ms. Johnson,

In compliance with the Worker Adjustment and Retraining Notification ("WARN") Act, this is to notify you that due to a loss of customer business Avancez, LLC plans to implement a Mass Layoff at its facility located at 27767 George Merrell Drive Warren, Michigan 48092.

The Mass Layoffs are expected to begin on December 2, 2016. We expect the layoffs to be permanent, but will not close the entire facility.

Enclosed for your information is a copy of a notice being distributed today to employees of Avancez (or their representative, as required), notifying them of their layoff date.

Greater advance notice was not given because of the unforeseeable business circumstances provision in WARN Act, due to FCA unexpected decision to buildout production earlier. That decision was completely outside of Avancez's control.

Except for hourly bargaining unit team members whose bumping rights are governed by seniority provisions contained in the bargaining agreement, team members do not have bumping rights. The plant's hourly bargaining unit team members are represented by UAW Local 155. The local representative contact information and address of this union is Duana King, Local 155 President, 7420 Murthum Avenue, Warren, MI 48092.

Additionally, enclosed in this letter is a list of job titles of positions affected, and the number of affected employees in each job classification. (See Exhibit A).

If you have any questions regarding this matter, please contact me at (248) 732-0025 for further information.

Sincerely,

Quinika Purifoy
Employee & Labor Relations Manager

October 18, 2016

EXHIBIT A

Job Titles of Positions to be Affected and Number of Affected Employees in Each Classification		
Department	Job Title of Positions to be Affected	Number of Affected Employees in Each Classification
Operations	Assembler/Sequencer <i>(Bargaining Unit)</i>	84
	Shift Leader	1
Quality	Quality Coordinator	1
Engineering	Engineering Tech	1
Total:		87