



July 31, 2017

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED, E-MAIL & FACSIMILE

Krista Johnson
WIOA Title I Section Manager
Workforce Development - Office of Talent Policy and Planning
201 North Washington Square
Lansing, MI 48913
Fax: 517-373-7794
Email: JohnsonK2@michigan.gov

Re: NOTICE OF PLANT CLOSING

Dear Ms. Johnson:

Adient USA LLC (also known as Recaro) (the "Company") plans to permanently cease operations at its Auburn Hills facility located at 4120 Luella Lane, Auburn Hills, Michigan 48326. In connection with permanently ceasing operations at the Auburn Hills facility, the Company anticipates that it will begin to decrease some operations on October 1, 2017, anticipates that it will decrease some additional operations on December 30, 2017, and ultimately anticipates that it will close the Auburn Hills facility in March 2018.

Although the Company will no longer employ any individuals at the Auburn Hills facility, the Company plans to offer comparable positions at other Company locations to many current employees whose positions are being eliminated as a result of this change in operations. More specific information regarding the opportunity to transfer to another facility will be shared with employees at a later date and may include the opportunity to perform the same or a similar job at the Company's Plymouth, Southfield, or Detroit, Michigan locations. The Company anticipates that 129 employees will be affected by the closure, either because they will be transferring to another Company location, or because they will be separating from the Company.

A list of the affected job titles and number of employees per classification is attached. The employees are not represented by a union. No bumping rights exist.

This notice is intended to comply with the notice obligations, if any, of the Company under the Worker Adjustment and Retraining Notification Act ("WARN Act"). However, the giving of this notice shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the plant closing described in this notice are such that the requirements of the WARN Act do not apply.

For further information regarding this matter, please contact me at Adient USA LLC, 49200 Halyard Plymouth, Michigan 48170, or via telephone at (734) 254-5762.

Sincerely,



Carlise Jones

Senior Manager, Regional Human Resources

Attachment

Cc: Governor Rick Snyder, P.O. Box 30013, Lansing, MI 48909, Fax: (517) 335-6863

Kevin McDaniel, Mayor, 1827 N. Squirrel Road, Auburn Hills, MI 48326,

kmcdaniel@auburnhills.org

Thomas Tanghe, City Manager, 1827 N. Squirrel Road, Auburn Hills, MI 48326, Fax:

(248) 370-9348, ttanghe@auburnhills.org

Title	Number of Employee	Affected
Advance Mfg Engineer	1	X
Advance Quality Engineer	1	X
Assembler	24	X
CI Coordinator	1	X
Controller	1	X
Cycle Counter	1	X
Designer	2	X
Dir RECARO	1	X
Director of Sales	1	X
Engineering Admin Coord	1	X
Engineering Manager - Trim	1	X
Engineering Tech	2	X
Financial Analyst	2	X
Lead E/H&S Specialist	1	X
Lead Engineer	2	X
Lead Systems Admin	1	X
Maintenance Technician	2	X
Manager Engineering	1	X
Manufacturing Engineer	3	X
Master Scheduler	1	X
Material Analyst	1	X
Material Handler	7	X
Material Utility	1	X
Materials Analyst	1	X
Materials Coordinator	1	X
Materials Management Mgr	1	X
Operations Mgr	1	X
Production Supervisor	1	X
Program Mgr	1	X
Quality Auditor	1	X
Quality Engineer	1	X
Quality Manager	1	X
Quality Technician	2	X
Sales Mgr	2	X
Senior Buyer	1	X
Sewer	33	X
Shipping & Receiving Coord	2	X
Shipping & Receiving Coordinator	1	X
Sr Buyer	2	X
Sr Designer	1	X
Sr Financial Analyst	1	X
Sr Mgr Engineering	1	X
Sr Program Mgr	1	X
Sr. HR Generalist	1	X
Sr. Marketing Manager	1	X
Sr. Quality Technician	1	X
Team Leader	9	X
Test Engineer	1	X
Trim Eng II	1	X