



June 1, 2016

Workforce Development Agency, State of Michigan  
WIOA Title I Section  
Ms. Krista Johnson, Manager  
201 North Washington Square, 5<sup>th</sup> Floor  
Lansing, MI 48913

RE: WARN Act Notice of Mass Layoffs at XALT Energy

Dear Ms. Johnson:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), 29 USC 2101, *et seq.*, which requires employers to give official notice to certain governmental units or officials of pending mass layoff. XALT Energy has been notified that two of its substantial contracts for work in China have suddenly been effectively cancelled despite the Company's fervent efforts to keep the work. Accordingly, XALT Energy is forced to lay off a substantial number of workers, thus implicating the WARN statute.

The location of the affected facility is:

XALT Energy  
2700 South Saginaw Road  
Midland, MI 48640

The permanent layoffs at this facility will not affect any employees represented by any union inasmuch as there are no union-represented employees at the facility. The job titles implicated by the layoffs and the number of affected employees in each job classification are listed in the attached document.

Please note that, while the WARN statute requires 60 days notice of layoffs, it is clear that the unforeseeable business circumstance exception referenced at 20 CFR 639.9(b) applies in this instance such that advanced notice of less than 60 days is appropriate. In that regard, please see the attached Memo to Employees provided to all affected employees on June 1, 2016.

Thank you for your attention to this matter. Should you have any questions or concerns, please feel free to contact me at 989-486-8582 or via email at [lkeller@xaltenergy.com](mailto:lkeller@xaltenergy.com).

Very truly yours,

A handwritten signature in cursive script that reads "Lynnette Keller".

LYNNETTE KELLER  
Director of Human Resources

RECEIVED

JUN 01 2016

WIA

WORKFORCE PROGRAMS