



April 17, 2020

Dear State Dislocated Worker Unit:

This letter will serve as notice that, due to unforeseeable business circumstances brought about by the Coronavirus and consequent low customer demand, ZF Active Safety & Electronics US LLC has to reduce the workforce at its facility located at 800 Heath St., Lafayette, IN 47904.

The expected date of the separation is April 17, 2020. A list of the job titles with the number of affected employees in each job classification is attached. This layoff is expected to be permanent, though these employees will have recall rights in accordance with the Collective Bargaining Agreement. The Collective Bargaining Agreement affords employees bumping rights.

The employees being laid off are represented by United Auto Workers Local 531. The Union's chief elected official is Pam Gick, who can be reached at 3107 Olympia Dr. Lafayette, IN 47909.

Should you have any questions, please contact Mick Maris, PO Box 60 Lafayette, IN 47902, 765-429-1768 or 765-413-5729.

Respectfully,

A handwritten signature in black ink that reads "Mick Maris". The signature is written in a cursive, slightly slanted style.

Mick Maris
HR Manager

Job Classification	Total Per Job Classification
Assembler	54
Materials	11
Production Operator	4
Production Technician	8