

April 30, 2020

Via U.S Mail

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



Mayor and City Council for the City of Montague
c/o Mayor Tom Lohman
Montague City Hall
8778 Ferry Street
Montague, Michigan 49437

**Re: Aludyne Facility located in Montague, Michigan
Mass Layoff Notice Under the WARN Act**

Dear Sir or Madam:

This letter serves as notice pursuant to the Worker Adjustment and Retraining Notification Act (the "WARN Act"), 29 U.S.C. § 2101 *et seq.* (to the extent applicable), that Aludyne, Inc., (the "Company") will be permanently laying off 40 employees at its facility located in Montague, Michigan. Unforeseen business circumstances related to the escalating COVID-19 pandemic have necessitated execution of a permanent layoff as detailed below. Therefore, as required by the regulations implementing the WARN Act, please be advised of the following information:

1. *Name and Address of Affected Employment Site.* Facility located at 5353 Wilcox Street, Montague, Michigan, 49437.
2. *Contact Person for Further Information.* Alexandria DeStager , Human Resources Manager, (231) 894.3110, or Alex.DeStager@Aludyne.com
3. *Nature of Action.* The Company will be carrying out a mass layoff regarding its employees working at this location. The layoff is expected to be permanent. The layoff results from unexpected and unforeseen business circumstances related to the escalating COVID-19 pandemic and natural disaster. The changing economic conditions have led to a substantial and unexpected reduction in production forecasts. As such, the Company is unable to furnish employment for all of the Company's employees, and the Company could not provide earlier notice.

4. *Expected Date.* The affected employees will all be permanently laid off effective April 30, 2020.
5. *Union Representation.* None of the affected employees are represented by union.
6. *Bumping Rights.* There are no bumping rights.
7. *Job Titles and Number of Employees Affected.* This information is summarized in Attachment A to this notice.
8. *Non-Admission.* Nothing in this letter should be considered as evidence of or an admission that the provisions of the WARN Act do, or do not, apply.

Should you have any questions, please contact me at Alex.DeStager@Aludyne.com or (231)894.3110.

Kind Regards,



Alexandrea DeStager
Human Resource Manger

Encl.

