

April 13, 2020

Via E-mail and Certified Mail

Wisconsin Department of Workforce Development -
Adult & Dislocated Worker Section
201 East Washington Avenue
Madison, WI 53707
WIOATitleI@dwd.wisconsin.gov
(608) 266-7406

Paul Farrow
Waukesha County Executive
515 W Moreland Blvd
Waukesha, WI 53188
countyexec@waukeshacounty.gov

Mark Fitzgerald
Village Manager
W156 N8480 Pilgrim Road
Menomonee Falls, WI 53051-3140
admin@menomonee-falls.org

RE: Notice of Layoff Pursuant to the Federal Worker Adjustment and Retraining Notification Acts and Wisconsin Business Closing and Mass Layoff Law

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*) and the Wisconsin Business Closing and Mass Layoff Law (Wis. Stat. § 109.07; Wis. Admin. Code DWD §§ 279.001 to 279.13), Safran Aerosystems Services Americas, LLC (the “Company”) is writing to provide you with notice of a mass layoff as the term is defined by statute at our operation located at W175 N5737 Technology Drive, Menomonee Falls, WI 53051. Pursuant to 29 U.S.C. § 2101(b)(2)(A) and Wis. Admin. Code DWD § 279.08(5), any reduction in the notification period (to the extent a notice is required) is a result of the unforeseeable business circumstances and economic downturn caused by the COVID-19 pandemic. Further, we believe no notice is required in light of the physical calamity caused by the pandemic, but we nevertheless are providing notice. Notice is concurrently being provided to affected employees.

As of April 14, 2020, the positions of 5 employees will be eliminated. The Company anticipates the layoff will be permanent. There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit.

The following is a list of the positions which will be eliminated as a result of the layoff as well as the number of employees who currently hold these positions:

Job Titles of Affected Positions	Number of Employees Holding Each Position
Repair Technician	29

You may obtain further information about this layoff by contacting me. I can be reached at 678-228-8210 and carmen.rodriguez@safrangroup.com.

Sincerely,



Carmen Rodriguez
Human Resources Director