

Subject: WARN Act Notice

To Ms. Melisa Myers
WBD Director

Please be advised that this communication is being provided pursuant to the Worker Adjustment and Retraining Notification Act. This letter is to advise you that a “mass layoff” via plant closure as defined by the Act will take place at BCS Automotive Interface Solutions U.S., LLC, 20175 West Mill Road, Galesville, Wisconsin, 54630.

It is anticipated that approximately 43 hourly and salaried employees will be affected by the “mass layoff” which will occur in phases with layoffs expected to begin December 2, 2022, with full closure of the business by December 30, 2022. This “mass layoff” and/or plant closure is considered permanent.

The number of employees by classification outlined in this letter may be less due to potential attrition (e.g. voluntary quits, transfers, etc.) between now and the effective dates on these actions.

The following are the classifications and the number of affected employees presently occupying these classifications:

<u>Job Class</u>	<u>Number</u>
Hourly Non-Skilled Employees	16
Hourly Skilled Employees	18
<u>Salaried Employees</u>	9
Total	43

No bumping rights exist and the order of separations will be determined by business needs as stated in the Hourly Handbook.

If you have additional questions regarding the information in this notice, please contact Steve Pohjola, Galesville Plant Manager, at 608-582-7175

Sincerely,

Steve Pohjola
Galesville Plant Manager