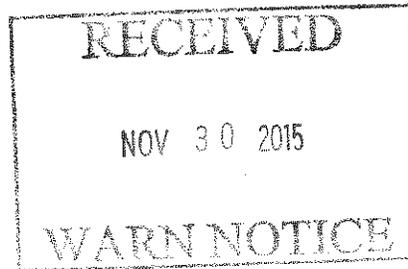




Trans-Industries, Inc.
1720 S. Miller Ave.
Marion, Indiana 46953



November 24, 2015

Donnie Jones
President
UAW Local 977
520 N. Bradner Ave.
Marion, IN 46952

Mr Jones,

This letter is to inform UAW Local 977 that Trans-Industries of Indiana has been forced to cease operations immediately, effective November 24, 2015. This action has been implemented due to Navistar, Inc. pulling all work and tooling without notice on November 23, 2015. In light of this situation, all bargaining unit employees were notified that the facility was ceasing all operations this morning, November 24, 2015 at 6:00 am. At this time, all employees were offered up to two additional days of employment to assist in conducting a physical inventory. Additionally, each employee was notified that if they chose not to participate in the inventory process, they could immediately depart without prejudice.

As we discussed earlier this morning, payroll for the week ending 11/20/15 has already been funded, and monies for the final pay week ending 11/25/15 will be covered as well. All employee health care coverage will continue through the end of November, at which time all employees will have the option to obtain continued coverage via COBRA.

It has been a pleasure interacting with you and your staff at UAW Local 977. Please feel free to reach out to me with any additional questions that may arise regarding this unfortunate situation.

Sincerest Regards,

Mike McCann
General Manager, Trans-Industries of Indiana

