



820 Park East Blvd.
Lafayette, IN 47905

Department Human Resources
From Mick Maris
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Date September 24, 2026

Subject: Notice of Layoff pursuant to the Worker Adjustment and Retraining
Notification Act (WARN)

To: Faith Willoughby & Gerry Vasquez,

ZF Active Safety & Electronics U.S. LLC will be permanently closing the manufacturing operations at its facility located at 800 Heath Street, Lafayette, Indiana 47904. The expected date of the first separation subject to the WARN notification requirement is November 30, 2026. We anticipate the total number of affected employees will be 133.

The R&D Center located at 800 Heath Street and its 135 employees will not be affected and will continue its operations.

For further information, you may contact Mick Maris at 765-429-1768 or mick.maris@zf.com.

Respectfully,

Mick Maris
Human Resources Manager

ZF Lafayette Plant Workforce Reduction Projected Schedule

The following is our current projection of scheduled layoffs, according to the best information available to us.

<i>14 Day Period Beginning</i>	<i>Classification</i>	<i>Permanent Layoff</i>
Nov 5, 2026	Assembler	1
Nov 20, 2026	Prod Tech	2
	Layout Ins	1
	QC Ins	1
Nov 30, 2026	Prod Tech	2
	Prod Oper	3
Jan 5, 2027	Prod Tech	3
	Prod Oper	1
	Materials	3
Feb 1, 2027	Prod Tech	6
Feb 8, 2027	Prod Tech	6
Feb 15, 2027	Prod Tech	15
Feb 28, 2027	Assembler	36
	G Assembler	2
	Layout Ins	2
	QC Ins	1
	Materials	5
Mar 5, 2027	Prod Tech	4
	Tool Mkr	2
	Machine Repr	4
	Electrician	2
	Matrl Tech	4
	Materials	2
	EHS Tech	1
	Mfg Engineer	2
	Suply Qlty Eng	1
	Prod Supv	3
	Engineer Tech	1
	Qlty Eng	1
	Mtls Clerk	1
	Cust Serv	1

	Inventory Supv	<i>1</i>
	Lbr Rel Spc	<i>1</i>
	HR Generalist	<i>1</i>
Mar 12, 2027	Payroll Clerk	<i>1</i>
	Mtrl Supv	<i>1</i>
	Scheduler	<i>2</i>
	Eng Supv	<i>1</i>
	Qlty Eng	<i>1</i>
	<i>Mfg Eng</i>	<i>1</i>
April 2, 2027	Plant Mgr	<i>1</i>
	Fac Mgr	<i>2</i>
	HR Mgr	<i>1</i>