



April 3, 2020

Dear Dislocated Worker Unit, SE311:

This letter will serve as notice that ZF Active Safety & Electronics US LLC intends to temporarily suspend operations at its facility located 800 Heath St Lafayette, IN 47904. This sudden action was necessitated by unforeseeable business circumstances brought about by the Coronavirus and low customer demand.

It is anticipated that approximately 249 employees will be temporarily laid off as a result of the closing. The expected date of the first separation due to the closing is April 6, 2020 with a planned date of return of April 13, 2020. A list of the job titles with the number of affected employees in each job classification is available at the Company's facility.

Certain individuals of the Company's employees being temporarily laid off are represented by United Auto Workers Local-531. The Union's chief elected official is Pam Gick, who can be reached at 3107 Olympia Drive, Lafayette, IN 47909.

Should you have any questions, please contact Mick Maris, PO Box 60 Lafayette, IN 47902, 765-429-1768.

Sincerely,

HR Manager