



September 12, 2024

VIA EMAIL

Lisa Marshall
Missouri Department of Higher Education & Workforce Development
P.O. Box 1087
Jefferson City, MO 65102
E-mail: lisa_marshall@dhewd.mo.gov

Re: NOTICE OF LAYOFF

Dear Ms. Marshall:

Adient plc ("Adient") will implement a permanent layoff at its Riverside facility located at 4101 N Mattox Road, Riverside, MO 64150. This layoff is necessitated by the conclusion of a specific customer's production needs, and this layoff will affect all employees in the operating unit, in addition to 7 of non-union positions outside the operating unit. A layoff affecting 109 employees in the operating unit, including the non-union positions in and outside of the operating unit, will be implemented on November 11, 2024, or within two weeks thereafter. A layoff affecting the remaining 63 employees in the operating unit will be implemented on January 6, 2025.

A list of the job titles of positions affected and the number of affected workers in each of those positions is attached hereto. The employees are represented by a union: United Auto Workers (UAW), Local 710, which is located at 3843 N Oak Traffic Way Kansas City, Missouri 64116 and whose chief elected official is President Jeffrey Schweedler. The affected union employees will have bumping rights as established in a Letter of Understanding between Adient and the **UAW Local 710**. The affected non-union employees do not have bumping rights.

This notice is intended to comply with the notice obligations, if any, of Adient under the Worker Adjustment and Retraining Notification Act ("WARN Act"). However, the giving of this notice shall not constitute an acknowledgement by Adient of any obligations under the WARN Act in the event the effects of the mass layoff described in this notice are such that the requirements of the WARN Act do not apply. Adient provides this notice consistent with the recommendation of the WARN Act that employers should provide notice of layoffs even when not required by that law.

For further information regarding this matter, please contact me at Adient plc, 4101 North Mattox Road, Riverside, Missouri 64150, or via telephone at 816-652-3923.

Sincerely,

Daphne Wallace

Daphne Wallace
Human Resources Manager

Attachment

Cc: Kathy Rose, Mayor, Riverside City Hall, 2950 NW Vivion Road, Riverside, MO 64150,
krose@riversidemo.com