

Via Email: [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Dear Sir or Madam:

This notice is being provided by Martinrea Riverside LLC (“Martinrea”) pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, which requires covered employers to provide notice of the closure of a facility or operating unit, or permanent layoffs under certain circumstances.

Martinrea was recently notified by one of its major original equipment manufacturing (“OEM”) customers that it is accelerating the end of production of multiple product lines. This will result in the accelerated termination of Martinrea’s production of parts needed to support the OEM customer’s products. In addition, Martinrea was also very recently notified by this same OEM customer that Martinrea would not be awarded future business for other product lines that it anticipated to receive which would have replaced some of the lost business. As a result of these recent collective decisions by the OEM customer, Martinrea will imminently suffer a significant loss of revenue as early as December 6, 2024. Martinrea’s manufacturing facility located in Riverside, Missouri supports the manufacturing of the products purchased by this OEM customer. Martinrea has no immediate future customer sales orders to support current staffing levels dedicated to this OEM customer at the Riverside, Missouri manufacturing facility. Consequently, Martinrea has no choice but to permanently lay off employees supporting this OEM customer.

The OEM customer’s decision to accelerate the end of production for multiple product lines, coupled with the OEM customer’s very recent decision to not award Martinea with anticipated new business for other product lines, was unexpected and not reasonably foreseeable to Martinrea. Further, these unexpected decisions were outside of its control. Martinrea recently received updated information from the OEM customer about its collective business decisions within the last few weeks. After conducting an analysis of the financial impact that the OEM customer’s business decisions will have on the Riverside, Missouri facility, Martinrea only recently discovered that imminent mass layoffs triggering a notice under the WARN Act would be necessary. Consequently, Martinrea is presently providing as much advance notice as reasonably practicable under the circumstances.

The first round of layoffs is expected to occur on December 6, 2024, but it is anticipated that certain employees will be retained until approximately on or around January 17, 2025. The December 6, 2024 layoffs will impact approximately 69 workers. The anticipated January 17, 2025 layoffs will impact approximately 75 employees.

**The name and address of the employment site where the plant will occur:**

Martinrea Riverside LLC  
 5233 NW 41<sup>st</sup> Street  
 Riverside, MO 64150

**Whether the planned action is expected to be permanent or temporary and if the entire plant is to be closed:**

The planned action will result in the permanent layoff of around 144 employees.

**The expected date of the first separation, and the anticipated schedule for making separations:**

First separation date: December 6, 2024, which will include approximately 69 employees.

Second separation date: January 17, 2025, which will affect approximately 75 employees. This date is subject to fluctuation based on notification from the customer regarding the final production run date.

**The job titles of positions to be affected, and the number of affected employees in each job classification:**

<b>Lay-Off Date</b>	<b>12/06/2024</b>	<b>1/17/2025</b>
Production Associate	50	39
Material Handler	11	9
Shipping & Receiving Clerk	1	1
Quality Inspector	1	2
Quality Technician	2	2
Customer Liaison	1	1
Mig Welder	3	0
Team Lead	0	7
Maintenance Technician	0	1
Facilities Technician	0	2
Maintenance Administrator	0	1
Senior Quality Engineer	0	1
Quality Systems Engineer	0	1
Quality Supervisor	0	1
Warehouse Manager	0	1
Cycle Counter	0	1
Human Resources Generalist	0	1
Training Coordinator	0	1
Shipping Lead	0	1
IT Analyst	0	2
<b>Total Headcount</b>	<b>69</b>	<b>75</b>

**Existence of any applicable bumping rights:**

There are no bumping rights.

**The name of each union representing the affected employees, and the name and address of the chief elected officer of each union—if none exist, so state:**

None

**The name and telephone number of a company official to contact for further information:**

Jennifer Clark – Human Resources Manager

Contact Number: 816.400.9590

Thank you for your attention to this unfortunate matter. Should you need any additional information, please contact me at your convenience.