



GESTAMP NORTH AMERICA, INC.

3100 MacCorkle Ave. SW
Building 307
South Charleston, WV 25303

Tel: 304-941-1800
www.gestamp.com

May 8, 2020

West Virginia Dislocated Worker Unit
Attn: Bunny Harper
1900 Kanawha Boulevard East
Building 3, Suite 300
Charleston, WV 25305

RECEIVED

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**WorkForce West Virginia
TAA/NDWG Unit**

Dear Ms. Harper:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), which requires employers to give official notice to certain government units or officials of a permanent layoff.

Due to the COVID-19 Coronavirus outbreak and the shutdown of its OEM customers, Gestamp West Virginia, LLC has been forced to temporarily lay off employees at its facilities located at 3100 MacCorkle Ave SW, Building 307, South Charleston, West Virginia 25303. As a result, Gestamp West Virginia, LLC temporarily shut down its regular production effective March 20, 2020. Most of Gestamp West Virginia, LLC's employees, other than some essential personnel, were temporarily laid off on that date.

While our OEM customers are scheduled to partially resume operations soon, it has just come to our attention that, due to reduced production when our OEM customers resume production following shutdown, some Gestamp West Virginia, LLC employees will not return to work at the end of the shutdown.

As a result of this reduced production, Gestamp West Virginia, LLC is permanently laying off 140 employees. The Company is providing notice now because the need for this continued layoff has just arisen due to the coronavirus outbreak and notice of our customers' reduced production plans along with the financial impact on the Company. Initially, Gestamp West Virginia, LLC anticipated that the layoff would only last a few weeks. A list of the affected positions, and the number of affected employees in each position, is attached hereto.

No bumping rights exist for the employees, and no union represents employees at the Gestamp West Virginia, LLC.

It is our hope that the impact of the layoffs on the individual employees and their families can be minimized. If you have any questions, please contact Scott Hughes, at (304) 941-1823 or schughes@us.gestamp.com.

Very truly yours,

A handwritten signature in black ink that reads "Scott Hughes".

Scott Hughes
Human Resources Manager