



CERTIFIED MAIL SIGNATURE CONFIRMATION

November 28, 2017

Ohio Department of Job & Family Services  
Office of Workforce Development

Rapid Response Unit  
Worker Adjustment Retraining Notification (WARN) Act  
4020 East Fifth Avenue  
Columbus, OH 43219

2017 DEC -4 AM 8:34

Subject: WARN Act Notice  
Fram Group Operations, LLC  
Autolite Spark Plug Plant  
1600 N. Union Street, Fostoria, Ohio 44830

Dear Sir or Madam:

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN Act"), this letter is the Company's written notice of the Company's intent to permanently close Fram Group Operations, LLC's Autolite Spark Plug Plant located at 1600 N. Union Street, Fostoria, Ohio 44830. The Company expects that this plant closing will begin to occur on or about, but not before, January 31, 2018.

The name and telephone number of the Company official to contact for further information is:

Julie M. Bedsole-Hogrefe  
Senior Human Resources Manager - Corporate  
Fram Group Operations, LLC  
Office Telephone: (419) 436-5643 (Fostoria Plant)  
Mobile Telephone: (419) 583-7494

This plant closing is expected to be permanent. The entire plant is to be closed.

The expected date of the first separation and the anticipated schedule for making separations are as follows:

The expected date of the first separation and the expected date of separation for most employees is on or around, but not before, January 31, 2018.

Exceptions are as follows: employees engaged in production of resistor powder; employees engaged in shutdown of kilns (approximately two weeks after the last insulator



Ohio Department of Job & Family Services

November 28, 2017

Page 2

product is produced); employees engaged in final shipment of insulator product or resistor powder; or employees engaged in maintenance work (excluding the decommissioning of Fostoria Plant equipment and the closure/demolition of Fostoria Plant buildings and property, in the event that the Company decides to perform that work).

The Company expects that all production and maintenance employees will be separated no later than May 31, 2018.

The Company expects that all managerial, supervisory, and administrative employees will be separated no later than July 31, 2018.

Production and maintenance employees at the Fostoria Plant are represented by the International Union, United Automobile Workers of America and Its UAW Local 533. The chief elected officer of UAW Local 533 is:

Chris Mathias, UAW Local 533 President  
UAW Local 533 Union Hall  
1675 N Union St  
Fostoria, OH 44830

For employees who are represented by the United Automobile Workers of America, UAW Local 533, bumping rights exist as provided in the parties' Labor Agreement, as modified by the parties' Shutdown Agreement dated November 13, 2017.

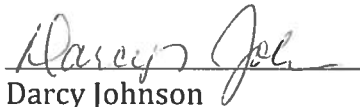
For employees who are not represented by the United Automobile Workers of America, UAW Local 533, no bumping rights exist.

The job titles of positions to be affected, the number of employees in each job classification, and the expected separation dates are set forth on Attachment 1.

Thank you for your attention to this information.

Very truly yours,

FRAM GROUP OPERATIONS, LLC

By:   
Darcy Johnson  
Human Resources Director



Attachment (1)

Ohio Department of Job & Family Services

November 28, 2017

Page 3

c: Rich Rankin, UAW Region 2-B Director (by Certified Mail)  
Joe Rioux, UAW International Representative (by Certified Mail)  
Chris Mathias, UAW Local 533 President (by Certified Mail)



Attachment 1

<b><u>Job Title</u></b>	<b><u>Number of Affected Employees</u></b>	<b><u>Expected Separation Date</u></b>
Machine Repair/Millwright	1	11/16/2017
Kiln Operator	1	11/17/2017
Grinding Wheel Dresser	3	2/2/2018
Inspector Tool Layout	2	2/2/2018
Isostatic Machine Op & SU	22	2/2/2018
Material Handler	4	2/2/2018
Quality Tech	1	2/2/2018
Refractory Repair	1	2/2/2018
Sagger Mixer	2	2/2/2018
Tool & Die Maker	2	2/2/2018
Grinding Wheel Dresser	1	2/16/2018
Kiln Load /Unload	3	2/16/2018
Kiln Operator	3	2/16/2018
Material Handler	1	2/16/2018
Ceramic Mixer	2	3/2/2018
Engineer, Process	1	3/31/2018
Supervisor, Operations	1	3/31/2018
Electrician	1	5/31/2018
Fabrication Technician	1	5/31/2018
Kiln Load/Unload	1	5/31/2018
Machine Repair/Millwright	2	5/31/2018
Material Control Clerk 3	1	5/31/2018
Quality Tech	1	5/31/2018
Engineer, Ceramic	1	7/31/2018
Lead, HSE Team	1	7/31/2018
Manager, Operations	1	7/31/2018
Supervisor, Maintenance	1	7/31/2018