



# Toledo Molding & Die, Inc.

---

January 30, 2018

***VIA E-MAIL & REGISTERED LETTER***

Attn: Rapid Response Section  
Bureau of Workforce Services  
Ohio Department of Job & Family Services  
Worker Adjustment Retraining Notification (WARN) Act  
P.O. Box 1618  
Columbus, OH 43216-1618

Re: WARN Mass Layoff Notice – TMD Phillips Plant

Dear Sir / Madam:

Pursuant to the requirements of the Worker Adjustment and Retraining Notification Act (the “Act”), this letter is being provided by Toledo Molding & Die, Inc. (“TMD” or the “Company”) to notify you of the reduction in force that will take place as a result of the closing of the Company’s facility located at 300 Phillips Avenue, Suite 2002, Toledo, Ohio, 43612 (the “Phillips plant”). This plant is closing as a result of Fiat Chrysler Automobile’s (“FCA’s”) decision to award the next generation Jeep Wrangler production of the instrument panel assembly to Detroit Manufacturing Systems. By providing this notice, the Company does not concede or admit that the Act applies in this case or that notice is otherwise required.

Based on FCA’s latest production schedule, the reduction in force relating to the Phillips plant closing is expected to take place April 2, 2018, with a possibility of running through April. A total of approximately 120 Company employees (salary and hourly combined) are anticipated to be separated from their employment with the Company. This will be a permanent separation from employment and will involve the entire closing of the Company’s Phillips plant.

All affected employees have been notified of the plant closing and the time frame for discontinuing operations related to the closing. Some of the affected employees are represented by the UAW Local 12 (the “Union”). Notice has been provided to the President of the Union, Edward Dawson. Although intra-plant bumping rights exist for employees covered by the collective bargaining agreement between the Company and the Union, plant-to-plant bumping rights do not exist for those employees. Bumping rights do not exist for salaried employees.

In the event that circumstances should change, the Company reserves its right to delay the anticipated layoff and will let you know as soon as practical of any material changes.

2018 JAN 30 AM 9:34



## Toledo Molding & Die, Inc.

---

Should you require additional information regarding the planned reductions in force as result of the Phillips plant closing, you may contact me at 419-720-3520 or [wilsona@tmdinc.com](mailto:wilsona@tmdinc.com).

Regards,

A handwritten signature in black ink that reads 'Amanda Wilson'. The signature is written in a cursive, flowing style.

Amanda Wilson

HR Manager – Phillips Ave Plant  
Toledo Molding & Die, Inc.