



September 1, 2021

VIA EMAIL

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Re: NOTICE OF LAYOFF EXTENSION

[REDACTED]

Adient plc ("Adient") previously implemented a short-term, temporary layoff at its Riverside facility located at 4101 N Mattox Road, Riverside, MO 64150 on February 5, 2021 due to a customer's decision to temporarily shut down production. At the time, Adient anticipated that all laid off employees would be recalled the first week of July 2021. On June 22, 2021 Adient provided an update that production would resume on August 23, 2021. Based on recent information received from the Customer, some employees are now anticipated to return on September 20, 2021, with the remainder returning on October 4, 2021. Unfortunately, the customer's decision to implement a layoff exceeding six months was not reasonably foreseeable when the short-term, temporary layoff was initially implemented. Thus, Adient was not able to provide this notice sooner.

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 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.

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

Affected Job Titles	Number of Employees Affected
Material Handler	28
Quality Technician	1
Rework	4
Team Member	125
Absentee Replacement	36
Total	187