

January 13, 2021

Via Facsimile, E-mail (DWS_BusinessServices@nccommerce.com) and Overnight Delivery

North Carolina Department of Commerce
Division of Workforce Solutions
ATTN: Rapid Response Team
4316 Mail Service Center
Raleigh, NC 27699-4316

Re Announcement of Planned Action

Dear Rapid Response Team:

We are writing to inform you that there will be a discontinuance of an operating unit at the GKN Driveline North America, Inc.'s Sanford facility located at 4901 Womack Rd, Sanford, NC 27330 on March 19, 2021. This discontinuance of an operating unit is expected to be permanent. The expected date of the first separation will be March 19, 2021.

All 99 affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning on March 19, 2021, with all separations accomplished within 14 days of that date.

GKN's employees are not part of a union. Further, there are not any bumping rights for affected employees – that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

If you have any questions or want additional information concerning this matter, please contact Connie Jacobs at (919) 708 -6331.

Sincerely,

A handwritten signature in cursive script, appearing to read "Connie Jacobs", written over a horizontal line.

cc: Mayor Chet Mann (via E-mail chet.mann@sanfordnc.net and Overnight Delivery
Mr. Kirk Smith, Chair, Lee County Board of Commissioners (via E-mail
ksmith@leecountync.gov and Overnight Delivery)

# of Employees	Job Title	
34	Assembly	
47	Machine Operator	
1	Quality Support	
2	Value Stream Manager	
1	Material Support	
1	Plant Inventory Analyst	
1	Maintenance and Facilities Supervisor	
2	Value Steam Leader	
1	Quality Engineer	
1	Site Continuous Improvement Leader	
3	Manufacturing Engineer	
2	Maintenance Engineering Specialist	
1	Skilled Support	