

June 18, 2009

**VIA FEDERAL EXPRESS**

Chong-Anna Canfora, Director  
Michigan Department of Labor & Economic Growth  
Rapid Response Section  
611 West Ottawa Street, 4th Floor  
P.O. Box 30004  
Lansing, Michigan 48909

**Re: Plant Closing at Faurecia Automotive Seating, Inc.'s  
Auburn Hills, Michigan Facility**

Dear Ms. Canfora:

This letter is written pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101 et seq., to notify you that Faurecia Automotive Seating, Inc. ("Faurecia") currently expects to temporarily close and idle its Auburn Hills, Michigan manufacturing facility, located at 2800 Superior Court, Auburn Hills, MI 48326, commencing on August 22, 2009.

It is currently anticipated that the idling of the Auburn Hills facility will occur during the 14-day period between August 22, 2009 and September 4, 2009. Some dismantling of equipment and machinery may occur after the idling of the Auburn Hills facility. Faurecia currently anticipates that this plant closing will be temporary and will result in temporary but indefinite layoffs of 20 non-union employees and 167 union-represented employees. Given the economic uncertainties facing the automotive industry generally and Faurecia and the Auburn Hills facility's primary customer, GM, in particular, the duration of the layoff cannot at this time be determined. It is possible that this layoff could extend beyond six months. It is also possible that the Auburn Hills facility may ultimately be permanently closed, in which case, these layoffs would become permanent.

We have enclosed a list of the job classifications that will be affected by the temporary plant closing and the number of employees who will be affected in each of those job classifications. The affected employees do not have bumping rights to displace other employees from their jobs due to the layoffs associated with the temporary plant closing.

The affected union-represented employees are represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW Local 5960. The names and addresses of the chief elected officers of the international and local union are as follows:

Ronald Gettelfinger  
President  
International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW  
8000 East Jefferson  
Detroit, MI 48214

Brian Johnson  
International Representative  
International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW  
27800 George Merrelli Drive  
Warren, MI 48092

Pat Sweeney  
President, UAW Local 5960  
180 E. Silver Bell Road  
Lake Orion, MI 48360

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**JUN 22 2009**

**RAPID RESPONSE  
WORKFORCE PROGRAMS**

**faurecia**

> seating

2380 Meijer Drive  
Troy, MI 48064  
U.S.A.  
[www.faurecia.com](http://www.faurecia.com)  
Tel 248 288 1000  
Fax 248 288 1074

For further information regarding the plant closing at the Auburn Hills facility, please contact me at 248-836-2790.

For your information, a copy of this notice is also being sent to the Auburn Hills Mayor.

The information and notice in this letter are based on the best information currently available concerning General Motors' plans for its Lake Orion manufacturing facility and the impact those plans will have on Faurecia's Auburn Hills facility. Various factors relating to GM's plans for the Lake Orion facility may change the timing of the layoffs of employees affected by the temporary plant closing. We will keep you informed of any significant changes to the information above if and when such changes occur.

Sincerely,



Sharon Bell  
Human Resources Manager

cc: Attachment



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**LIST OF AFFECTED NON-UNION POSITIONS**

**August 22, 2009 to September 4, 2009**

**NUMBER OF AFFECTED EMPLOYEES 20**

1	UAP Manager
1	Quality Manager
1	Materials Manager
1	PSE/EE Coordinator
5	Production Supervisor
1	Quality Engineer
1	Supplier Quality Engineer
2	Quality Liaison
1	Maintenance Supervisor
1	Industrial Engineer
1	Asst Materials Manager
2	Materials Scheduler
2	Materials Supervisor
20	Total Positions

**LIST OF AFFECTED UAW-REPRESENTED POSITIONS**

**August 22, 2009 to September 4, 2009**

Number	Classification
145	Assembly
16	Materials
2	Quality
4	Maintenance
167	Total Number of Employees

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September 1, 2009

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Lansing, Michigan 48909

**Re: Plant Closing at Faurecia Automotive Seating, Inc.'s  
Auburn Hills, Michigan Facility**

Dear Ms. Canfora:

In Faurecia's June 18 letter, we informed you that the information and notice in that letter were based on the best information then available concerning General Motors' plans for its Lake Orion manufacturing facility and the impact those plans would have on Faurecia's Auburn Hills facility. It is now apparent that GM will not cease production at its Lake Orion facility by early September, as originally anticipated. It now appears, based on the best information we currently have available from GM, that production at the Lake Orion facility will now cease in late November 2009. Accordingly, the idling of Faurecia's Auburn Hills facility will be postponed until the 14-day period from November 23, 2009 through December 6, 2009.

This letter is written pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101 et seq., to notify you that Faurecia Automotive Seating, Inc. ("Faurecia") currently expects to temporarily close and idle its Auburn Hills, Michigan manufacturing facility, located at 2800 Superior Court, Auburn Hills, MI 48326, commencing on November 23, 2009.

It is currently anticipated that the idling of the Auburn Hills facility will occur during the 14-day period between November 23, 2009 and December 6, 2009. Some dismantling of equipment and machinery may occur after the idling of the Auburn Hills facility. Faurecia currently anticipates that this plant closing will be temporary and will result in temporary but indefinite layoffs of 20 non-union employees and 164 union-represented employees. Given the economic uncertainties facing the automotive industry generally and Faurecia and the Auburn Hills facility's primary customer, GM, in particular, the duration of the layoff cannot at this time be determined. It is possible that this layoff could extend beyond six months. It is also possible that the Auburn Hills facility may ultimately be permanently closed, in which case, these layoffs would become permanent.

We have enclosed a list of the job classifications that will be affected by the temporary plant closing and the number of employees who will be affected in each of those job classifications. The affected employees do not have bumping rights to displace other employees from their jobs due to the layoffs associated with the temporary plant closing.

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SEP 02 2009

RAPID RESPONSE  
WORKFORCE PROGRAMS

Pat Sweeney  
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Sincerely,



Sharon Bell  
Human Resources Manager

cc: Attachment



**faurecia**

**LIST OF AFFECTED NON-UNION POSITIONS**

**November 23, 2009 to December 6, 2009**

**NUMBER OF AFFECTED EMPLOYEES 20**

1	UAP Manager
1	Quality Manager
1	Materials Manager
1	PSE/EE Coordinator
5	Production Supervisor
1	Quality Engineer
1	Supplier Quality Engineer
2	Quality Liaison
1	Maintenance Supervisor
1	Industrial Engineer
1	Asst Materials Manager
2	Materials Scheduler
2	Materials Supervisor
20	Total Positions

**LIST OF AFFECTED UAW-REPRESENTED POSITIONS**

**November 23, 2009 to December 6, 2009**

Number	Classification
142	Assembly
16	Materials
2	Quality
4	Maintenance
164	Total Number of Employees

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