



April 11, 2022

VIA EMAIL AND FIRST-CLASS MAIL

Ohio Department of Job and Family Services  
Dislocated Worker Unit – Rapid Response Section  
Office of Workforce Development  
4020 E. Fifth Avenue  
Columbus, Ohio 43219  
Attn: Breeyn Handberg – Rapid Response Program Manager  
[rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov)

Mayor Peggy Lehner  
City of Kettering, Ohio  
Kettering Government Center  
3600 Shroyer Road  
Kettering, Ohio 45429  
[peggy.lehner@ketteringoh.org](mailto:peggy.lehner@ketteringoh.org)

Re: WARN Notice

Dear Ms. Handberg and Mayor Lehner:

Tenneco Automotive Operating Company Inc. (“Tenneco”) is providing this notice pursuant to the Worker Adjustment and Retraining Notification Act (“WARN”). As previously announced in November 2021, Tenneco made the difficult decision to winddown and ultimately discontinue all current operations at the Kettering facility located at 2555 Woodman Drive, Kettering, Ohio 45420 (the “Facility”) by December 31, 2023. This action is expected to be permanent in nature and affects non-union and union-represented employees.

Tenneco currently employs 597 total union and non-union employees at the Facility. All positions at the Facility will be permanently eliminated in waves beginning June 12, 2022, or 14-days thereafter and continuing through December 31, 2023. A schedule for all job eliminations is not known at this time. However, Tenneco will provide each affected employee (directly or through their union representative, as applicable) at least 60 days’ advance notice of their separation date. The job titles of the positions affected by the closure, and the number of employees currently in each position are listed on **Attachment A**, which is attached to and made part of this notice. Note, many of these positions will not be affected until later in 2022 and in 2023. Union-represented and non-union employees who continue their employment through their scheduled separation dates will be provided an opportunity to receive severance pay and benefits.

Non-union employees have no bumping rights. Bumping rights exist for affected union-represented employees, in accordance with the provisions of the governing collective bargaining agreement. The union representatives of the affected union-represented employees are:

Received April 11, 2022 at 3:10 pm

Carl Kennebrew, President  
Industrial Union of Electronic  
Workers (IUE-CWA)  
2701 Dryden Road  
Dayton, Ohio 45439

Terry Grimes, Chairperson  
IUE-CWA Local 755  
313 S. Jefferson Street  
Dayton, Ohio 45402

If you have any questions or need additional information concerning this matter, please contact John Penn Learning & Development Manager, at 937-481-4940, [john.penn@driv.com](mailto:john.penn@driv.com)

Sincerely,

*John Penn*

John Penn, Learning & Development Manager

**ATTACHMENT A TO WARN ACT NOTICE**

**Affected Union Positions**

<b>Job Title/Classification</b>	<b>Number of Employees</b>
General Operator	157
Tech 1	47
Tech 2	43
Tech 3 – including Team Leaders	126
Screw Machine op/setup	29
Senior finishing op/setup	34
Screw Machine / CNC setup	7
Skilled Trades	31

**Affected Non-Union Positions**

<b>Job Title/Classification</b>	<b>Number of Employees</b>
Engineering Tech	11
Paint Tech	5
Quality Tech	5
Dispatchers	3
Prototype Techs	4
Contract hourly - Staffmark temps	10
Contract Salary – Controls Engineers	5
Contract Salary – Manufacturing Engineer	1
Contract Salary - Financial Analyst	1
Contract Salary – HR Assistant	2
Contract Salary – Group Leader	7
Contract Salary – Materials Manager	1
Contract Salary – Operations Managers	2
Contract Salary – Maintenance Manager	1
Contract Salary - Material Scheduler	1
Contract Salary - Plant Manager	1
Group Leaders	14
Manufacturing Engineers – including controls, weld and Mfg.	11
Material Planners, Analyst & Schedulers	7
Customer Service	2
Scheduling Manager	1

Shipping Manager	1
Operations Managers including FFM	5
Continuous Improvement Leader	2
Continuous Improvement Manager	1
Plant Controller	1
Financial Analyst	1
Finance Assistant	1
Senior Accountant	1
EHS Engineer	1
EHS Manager	1
Maintenance Manager	1
Maintenance Coordinator	1
Quality Engineers including coordinator	5
Quality Manager	1
Payroll Specialist	1
HR Coordinator	1
Learning & Development Manager	1
Advanced Manufacturing Engineer	1
Manufacturing Coordinator	1