



COLD HEADING
COMPANY

February 20, 2018

Ohio Department of Job & Family Services
Office of Workforce Development
Rapid Response Unit
Worker Adjustment Retraining Notification (WARN) Act
4020 East Fifth Ave.
Columbus, Ohio 43219

2018 FEB 23 PM 12:49

Re: WARN Notice of Mass Layoff – The Cold Heading Co.

Pursuant to the requirements of the Worker Adjustment and Retraining Notification Act, this letter is being provided by The Cold Heading Co. to notify you of the reduction in force that will take place as a result of the closing of the Company's plant located at 4444 Lee Road, Cleveland, OH 44128 due to a change in business circumstances.

The plant closing is projected to take place June 30, 2018. All employees were notified of the plant closing on February 1, 2018. A total of approximately 52 employees (salary and hourly) are anticipated to be permanently separated from their employment with the Company and are not represented by a union. Below is a list of job titles of employees affected by the Layoff.

Administration	1
Engineer	1
General	2
Leader	8
Manager	1
Operator	20
Plant Manager	1
Purchasing	1
Quality Inspector	3
Sorter	3
Technician	10
Tool Pack Operator/Technician	1

Should you have any questions or require further information, please contact me at the number below.

Sincerely,

Melissa Keimig
Human Resource Manager
Cold Heading Co.
P. 586-497-7541
F. 586-497-7090