

August 4, 2020

VIA EMAIL AND U.S. MAIL

<p>Wendy Patton Rapid Response Administrator Ohio Department of Job and Family Services 4020 E. 5th Avenue Columbus, OH 43219 rapdresp@jfs.ohio.gov</p>	<p>Ohio Department of Job & Family Services Office of Workforce Development Rapid Response Unit Worker Adjustment Retraining Notification (WARN) Act P.O. Box 1618 Columbus, Ohio 43216-1618 UCTECH@jfs.ohio.gov</p>
<p>Mr. Stephan Wilder Mayor for the City of North Canton 145 North Main Street North Canton, OH 44720 mayorwilder@northcantonohio.gov</p>	

Re: Permanent Closure and Layoff of Employees at ASC Airtex Pursuant to the Worker Adjustment and Retraining Notification Act

Dear Sir or Madam:

On July 30, 2020, ASC Airtex notified all employees at its North Canton facility that it made the decision to permanently close its operations located at 2100 Industrial Parkway, North Canton, Ohio, 44720. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (“WARN Act”) in order to notify you that this mass layoff will occur on a rolling basis. We anticipate the layoff will occur on or about October 1-14, 2020, but this date is subject to be changed or delayed up to and including December 31, 2020. This will result in the permanent layoff of approximately 161 employees. We expect all affected employees will be informed of the permanent layoff within ten days from the date of this notice. A sample notice is attached as “Exhibit A.”

This notice is intended to satisfy the Company’s obligations, if any, under the WARN Act and all applicable Ohio statutory provisions. By providing this information, the Company does not concede that the WARN Act applies or that notice is required.

The affected employees are not part of a union. Bumping rights do not exist for the affected employees. All affected employees, identified by name, address, and job title from which the total number of employees in the affected job titles can be determined, are set forth in “Exhibit B” (annexed to this correspondence and made a part hereof) are expected to be permanently laid off by December 31, 2020.

Business currently being served at North Canton will be moved to other locations.

The information contained in this letter is based on the best information available to the Company at the time it was written.

If you have any questions or would like additional information about this matter, please contact me at (260) 494-4074 or marc.heimmeyer@trico-group.com.

Sincerely,

Marc Heitmeyer

Marc Heitmeyer
Plant Manager