



**Office of Workforce Development**  
4020 E Fifth Ave  
Columbus, OH 43219  
Attn. Ms Breeyn Handberg  
Rapid Response Program Manager  
[breeyn.handberg@jfs.ohio.gov](mailto:breeyn.handberg@jfs.ohio.gov)  
[rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov)

*sent via email*

Tiffin, 8 April 2020

**Re: WARN Notice**

Dear Mr. Handberg:

Please be advised that as a result of the unforeseen circumstances associated with the COVID-19 pandemic and the declaration of National Emergency, Agrati, Inc. (“Agrati”) announced a permanent lay-off of 6 employees and a temporary furlough of 51 employees at its Tiffin (OH) location (1988 County Road #593, Tiffin – OH 44883). Agrati’s Federal Employer Identification Number is 47-1297832.

The first separation date will be 13 April 2020 and additional employees may be laid off in the weeks that follow. Given the timing of the Ohio Department of Health’s Stay at Home Order issued on March 22, 2020, Agrati was unable to give the 60-day notice period required by the Worker Adjustment and Retraining Notification Act (“WARN”).

As you know, there is considerable uncertainty regarding the timing of the recovery from the COVID-19 pandemic generally and in the automotive industry specifically. Accordingly, Agrati is providing this notice in an abundance of caution to comply with the WARN, which requires employers to give official notice to affected employees of a pending mass layoff.

At the present time, Agrati anticipates that the furlough will last less than six months. If Agrati determines that the furlough will exceed six months or become permanent, it will issue appropriate notice under WARN.

No union represents the affected Company employees. There are no bumping rights applicable.

A list of the affected job titles and number of employees per classification is attached.

For further information regarding this matter please contact our HR Manager:  
Ms. Kimberlee Gibson ([kymberlee.gibson@agrati.com](mailto:kymberlee.gibson@agrati.com) – 330-721-6358)

Sincerely,

A handwritten signature in black ink that reads 'Ashi Uppal'. The signature is written in a cursive style and is positioned above a thin horizontal line.

Ashi Uppal  
CEO

cc: Mayor Aaron D. Montz  
51 E. Market St.  
Tiffin, OH 44883  
*sent via e-mail:* [mayor@tiffinohio.gov](mailto:mayor@tiffinohio.gov)

<b>Affected Job Titles &amp; Dates of Anticipated Layoffs</b>		
<u>Affected Job Title</u>	<u>Number of Employees in Job Title</u>	<u>Date of Layoff</u>
Hourly Production	6	4/13/2020