



## Arrow International, Inc.

*Helping you accomplish great things!*

August 31, 2020

Ohio Rapid Response Program Manager  
Office of Workplace Development  
4020 East Fifth Avenue  
Columbus, Ohio 43219

Re: WARN Act Notice

Dear Sir or Madam,

This letter is notice that Arrow International, Inc. ("Company") is taking job actions in relation to employees who work at our facility located at 9900 Clinton Road, Brooklyn, Ohio 44144.

On April 10, 2020, the Company placed a number of employees on temporary furlough with the reasonable expectation that the furloughs would last no longer than 6 months. Since that time, we have been engaged in a process of recalling employees on a staggered and as-needed basis, as warranted by business conditions and customer demand. By way of this notice, we are informing you that we now expect the temporary furloughs of 171 of these employees to last potentially longer than 6 months. During the temporary furlough period, the employees in question will continue to be Company Employees and considered to be on the Company payroll, but will not earn wages, nor be eligible to participate in certain employee benefit programs while they are not working. The worksite at the address noted above is not being closed.

As permitted by 20 C.F.R. § 639.7(f) and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions; the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. Please note that we do not have or deploy any type of "bumping rights", and we are entirely a non-union business.

The information provided in this notice is based on the best information available to us at this time. We are providing this notice because the Worker Adjustment and Retraining Notification Act ("WARN Act") encourages employers to provide information even when a notice requirement does not exist. To the extent that the Company's actions in response to COVID-19 constitute a covered action for purposes of the WARN Act and/or any applicable state law, this letter is intended to fulfill any notice requirements.



9900 Clinton Road • Cleveland, OH 44144 • phone 216.961.3500 • toll free 800.321.0757 • fax 216.634.7186

[www.arrowinternational.com](http://www.arrowinternational.com)

Received September 2, 2020 at 5:05 pm

As you know, COVID-19-related business circumstances were not reasonably foreseeable. Various government mandated shelter-at-home orders, locally and across the country, were not predictable, nor was the resulting impact to our business and ongoing manufacturing operations. The duration of the pandemic, and subsequent spread of COVID-19 across the country and world were entirely unprecedented, as was the impact on our customers and demand for our products. As a result, we did not have enough work for all of our employees, necessitating the temporary furlough of a significant number of employees, which was the first furlough in the 50-plus year history of the Company. Due to necessary community safety measures and social distancing in particular, significant portions of our customer base have been affected and business has been slow to return. The level of business that has returned represents only a portion of our overall product portfolio, and we have not yet been able to reach the level of business we had pre-COVID-19.

While we are not currently terminating the employment of the presently furloughed employees at this time, we are unable to predict our ability to recall everyone and the timing of any recalls remains uncertain. Nonetheless, we have notified affected employees of the extended duration of their present furlough. We are notifying you of this decision now, as soon as it became apparent our furlough period may surpass six (6) months for the portion of our workforce that's referenced above. It remains our hope and expectation to recall as many of our remaining furloughed employees as possible. In large part, the timing and number of recalls possible will depend on our future business.

In the meantime, we are focused on ensuring a safe and healthy working environment for our employees who have been recalled. We continue to remain extra vigilant in preventing COVID-19 from entering our workplace while we work to restore our business.

Should you wish further information, please contact me at 216-416-2190, extension 361, or via email at [mdarcy@arrowinternational.com](mailto:mdarcy@arrowinternational.com)

Sincerely,

Michael Darcy  
Vice President, Human Resources,  
Chief People Officer

