



**Howmet Wheel
Systems**

842 Norton Ave.
Barberton, OH 44203

May 28, 2020

VIA E-MAIL (rapdresp@jfs.ohio.gov)

Ohio Department of Job and Family Services
Attn: Layoff/WARN

VIA E-MAIL (mayor@cityofbarberton.com)

William B. Judge, Mayor
City of Barberton
576 W. Park Avenue, Suite 100
Barberton, OH 44203

**Re: Notification of Layoffs at B&C Research Inc., 842 Norton Avenue, Barberton, OH
44203 (a Howmet Aerospace Inc. facility)**

Dear Mayor Judge and Ohio Department of Job and Family Services:

We provided you with notice under the federal Worker Adjustment Retraining and Notification Act (“WARN”), on X date. This letter is to inform you that due to the continued unforeseen and unprecedented impact of the COVID-19 pandemic on business conditions for B&C Research, Inc. (the “Company”), and even greater reduction in demand for our products, it has become necessary to permanently lay off an additional 18 employees at its Barberton, OH facility located at 842 Norton Avenue, Barberton, OH 44203 (the “Facility”). The Company could not have foreseen the events arising out of this pandemic and therefore, it was not possible to give any greater advance notice of this layoff. The Company is giving as much notice as is practicable under the circumstances, given the unforeseen business circumstances created by the COVID-19 pandemic and the related unexpectedly reduced demand for the Company’s products.

Attached as “Exhibit A” is a listing of all affected employees’ job titles, the number of affected employees in each job title, and the layoff dates for the employees in each job title.

Based on the best information available at this time, the Company anticipates that the additional 18 will be permanently separated from employment effective June 1, 2020. None of the affected employees are represented by a union and there are no bumping rights.

Received June 1, 2020 at 7:30am



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Affected employees will be paid all wages and other benefits to which they are entitled through and until their termination date. Because none of the affected employees are union members, they have no bumping rights.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or would like further information, you may contact me or Stacey Irvin at (330) 319-2750.

Sincerely,

Daron Langdon
Plant Manager
Howmet Wheel Systems
216-641-5197



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Exhibit A: Job Titles and Number of Affected Employees in Each Job Title

| Job Title | Number of Affected Employees in Each Job Title | Date(s) of Layoff |
|--------------------------------------|--|-------------------|
| Operator | 11 | April 3, 2020 |
| Drafting Technician | 1 | April 3, 2020 |
| Quality Floater | 1 | April 3, 2020 |
| Maintenance Apprentice | 2 | April 3, 2020 |
| Engineer | 3 | April 13, 2020 |
| EHS Engineer | 1 | April 13, 2020 |
| Sr. Human Resources Business Partner | 1 | April 13, 2020 |
| Maintenance Planner | 1 | April 13, 2020 |
| Production Supervisor | 1 | April 13, 2020 |
| Finishing Area Lead | 1 | April 13, 2020 |
| Operator | 19 | May 11, 2020 |
| Cell Leader | 13 | May 11, 2020 |
| Engineering Set-Up Technician | 2 | May 11, 2020 |
| Line Technician | 11 | May 11, 2020 |
| Machinist | 1 | May 11, 2020 |
| Operations Admin | 1 | May 11, 2020 |
| Scrap Coordinator | 1 | May 11, 2020 |
| Shipping/Receiving Clerk | 3 | May 11, 2020 |
| Team Lead | 5 | May 11, 2020 |
| Tow Motor Driver | 2 | May 11, 2020 |
| Trainer | 1 | May 11, 2020 |
| Process Specialist | 1 | May 11, 2020 |
| Maintenance Lead | 1 | May 11, 2020 |
| Maintenance Technician | 9 | May 11, 2020 |
| SWAT (General Maintenance) | 2 | May 11, 2020 |
| Quality Floater | 2 | May 11, 2020 |
| SPC/Gage Technician | 1 | May 11, 2020 |
| Engineering Set-Up Technician | 2 | June 1, 2020 |
| Cell Leader | 2 | June 1, 2020 |

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| | | |
|----------------------------|---|--------------|
| SML3 Lead | 3 | June 1, 2020 |
| Process Specialist | 1 | June 1, 2020 |
| Fabricator | 2 | June 1, 2020 |
| Automation Technician | 1 | June 1, 2020 |
| SWAT (General Maintenance) | 1 | June 1, 2020 |
| Maintenance Technician | 3 | June 1, 2020 |
| QA Layout Technician | 1 | June 1, 2020 |