

April 24, 2020

Ohio Jobs and Family Services
Via email: rapdresp@jfs.ohio.gov

Re: Belcan WARN Act Notice

To whom it may concern:

With the unpredictability of the current economic climate and the future course of the coronavirus, we are sending this letter to comply with the federal Worker Adjustment Retaining and Notification Act ("WARN" Act) and state law WARN act laws, which requires companies to inform employees, government officials, and this office when Belcan may incur a "mass layoffs" at particular work sites within the state. Due to the unforeseen and unpredictable nature of the COVID-19 virus (aka coronavirus), Belcan may undergo a mass lay off of employees at its facility located at:

10200 Anderson Way
Blue Ash, Ohio 45242

7785 E Kemper Rd
Cincinnati, OH 45249

7731-7745 E Kemper Rd
Cincinnati, OH 45259

7820 Redsky Dr
Cincinnati, OH 45249

Belcan cannot predict the exact number of our employees who may be impacted. The following job titles of positions may be affected and the names of the workers currently holding affected jobs.

Row Labels	Sum of Count
Accounting & Finance	15
Administrative	36
Design Drafting	210
Engineer	301
Facilities	1
Human Resources	7
Information Technology	48
Management	81
Project Manager	10
Recruiting	9
Sales	2
Grand Total	720

Received April 27, 2020 at 7:55am

Belcan unfortunately instituted some furloughs earlier this month, but we realize today that some of these people will have to be laid off. We are hopeful that many of them can return. Furloughs may continue through October 31, 2020, if not longer depending upon the impact of the coronavirus and the aerospace industry and our business. This mass layoff could result in the termination of employment of more than 1/3 of employees. While Belcan is hopeful most of the employees will return, the layoffs at this location could be permanent. The coronavirus pandemic is a new, unforeseeable business situation whose impact is unpredictable.

The exact dates of individual layoffs or furloughs will be provided to those impacted employees at the time individual decisions are made. Information will be provided at that time about unemployment compensation benefits, paid time off, and information about health insurance continuation. Belcan does not recognize seniority or "bumping rights" that would allow affected employees to displace other employees based on seniority or any other factor. Belcan is unaware of any union representing our employees.

Notice was provided to affected employees on April 24, 2020 in writing.

I have reviewed the information in this letter and enclosure and believe it to be accurate as of the date of this letter, based on the best information available to Belcan at this time.

If you have any questions or seek any additional information concerning this WARN Act notice, please contact me at pdorger@belcan.com.

Sincerely,

BELCAN, LLC

BY


Paul D. Dorger
Sr. VP & General Counsel