



Received March 20, 2020 at 9:15am

March 26, 2020

Ohio Department of Jobs & Family Services  
Dislocated Worker Unit (Rapid Response Unit)  
4020 E. Fifth Ave.  
Columbus, OH 43219  
614-466-9897

RE: WARN Notice from Bermex  
FEIN: [REDACTED]

Dear Rapid Response Team:

This is to notify you that as a result of the unforeseen circumstances associated with the COVID-19 pandemic, Governor DeWine's Stay at Home Order, and the decision of our client NiSource to shut down services in our work areas in support of reducing the risk for customers and employees to contract COVID-19, we plan to announce lay-offs on March 27, 2020. We, therefore, submit this notice to you to satisfy any obligation that may exist under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. (the "WARN Act") and Ohio Rev. Code Section 4141.28(C).

Approximately 45 employees will be affected by these layoffs. These employees were placed on temporary furlough on March 16, 2020. Given the further declining economic circumstances related to the COVID-19 pandemic, layoffs are now necessary. The employment site affected is: Bermex, 1380 Dublin Rd., Suite 200, Columbus, OH 43215. The layoffs will take place on March 28, 2020. All affected employees have been notified of these layoffs, that their separation from employment will be permanent, and that there are no bumping rights. None of the affected employees are represented by a union. A list of the job titles of positions to be affected and the number of affected employees in each job classification is attached.

Due to the sudden and unexpected nature of the virus outbreak, the timing of the mandated shutdown announcement, and its adverse effect on our business operations, we were prevented from providing notice sooner and are provide this notice to affected employees as soon as practicable.

I will be acting as the Bermex representative in these matters. You may me at 586-461-2051 or email me at [ndixon@bermexinc.com](mailto:ndixon@bermexinc.com).

Sincerely,

Nancy Dixon  
Human Resources Business Partner

CC: Email: [rapdresp@ifs.ohio.gov](mailto:rapdresp@ifs.ohio.gov)



Bermex  
1380 Dublin Rd., Suite 200  
Columbus, OH 43215

Job Title	# EE's
Customer Service Rep	3
I.A. Technician	8
Field Service Tech	27
Leads	3