

April 16, 2020

Via [Certified Mail]

Carol Carter, Mayor
102 Pin Oak Trail
Seville, OH 44273

Via [Certified Mail]

Lt. Governor Jon Husted
Riffe Center, 30th Floor
77 S High Street
Columbus, OH 43215-6117

Via [Email]

Ohio Department of Job and Family Service
rapdresp@ifs.ohio.gov

Re: Notice of Mass Layoff Caused by COVID-19 at Blair Rubber Company

To Whom It May Concern:

As a result of the unforeseeable, dramatic changes caused by COVID-19 and the resulting state of emergency in Ohio, we are writing to inform you that the Blair Rubber Company facility located at 5020 Enterprise Parkway, Seville, OH 44273 will issue a temporary layoff on April 16, 2020. This layoff is expected to be temporary. The expected date of the first layoff will be April 16, 2020.

In an abundance of caution, the Company is providing you with this notice and to the extent this is considered a "termination" for purposes of the federal WARN Act [29 U.S.C §§ 2101, et seq.]. Assuming that business conditions improve and that government officials' permit the business to reopen, however, the Company is hopeful that the actions it is taking are temporary and that some or all of these employees will be able to return to work in the future.

We decided to temporarily lay-off these employees as a result of COVID-19, which has rapidly spread throughout Ohio, necessitating updated and more stringent public health measures. Due to all applicable orders issued by state and local government authorities related to the COVID pandemic and natural disaster, the Company's ability to operate has been impeded. This impact includes a temporary suspension of our roofing membrane and coating production lines. These circumstances were not reasonably foreseeable until the last few days when the ongoing impact of COVID-19 became clear. For that reason, we were unable to provide the full 60 days' notice that we would otherwise provide regarding these separations, and we are providing as much notice as is practicable given the rapid pace at which this situation has developed.

All affected employees have been notified of their lay off dates and that this action will be temporary. Those employees will be laid off beginning on April 16, 2020, with all lay-offs accomplished by May 7, 2020. Those employees have also been informed in writing that they may be eligible for Unemployment Insurance.

The following is a list of the job positions and number of individuals who will be affected by the temporary layoff along with the anticipated schedule for job losses:

Job Title	Number of Affected Individuals
Calender Operator	4
Coating Slitter	1
Compounder	2
Mill Operator	1
Mixer Operator	2
Quality Technician	1
Windup Operator	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this temporary shutdown. These employees are not represented by a union.

If you have any questions or want additional information concerning this matter, please contact Gregg Reinmann, Plant Manager, at 800-321-5583 x 2122.

Sincerely,



Gregg Reinmann
Plant Manager