



Received April 16, 2020 at 1:00pm

April 16, 2020

Ms. Kimberly Hall
Director, Ohio Department of Job and Family Services
Office of Workforce Development
Rapid Response Unit Worker Adjustment and Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618

Re: Announcement of Planned Action

Dear Ms. Hall:

I am writing on behalf of Certech, Inc. (the "Company") to give you notice that there will be a layoff of 40 people at the Company's facility located at 2181 Pinnacle Parkway in Twinsburg, Ohio 44087 on April 20, 2020. We are forced to make this decision due to unforeseeable business circumstances, including loss of significant customer contracts, as a result of COVID-19. We are providing notice as soon as possible. While we are aware that this number is below the threshold for triggering notice under the Worker Adjustment and Retraining Act ("WARN") and we do not currently anticipate additional layoffs in the next 90 days, we cannot predict with certainty the impact the ongoing COVID-19 pandemic will have on our business and are providing this notice out of an abundance of caution should future actions become necessary.

All affected employees have been notified of their separation dates and that their separation from employment and the layoff is expected to be permanent. There is no union and there will not be any bumping rights for the affected employees.

If you have any questions or want additional information concerning this matter, please contact Brad Smith, Global Human Resources Partner, at 440-600-4764 or Bradley.Smith@morganplc.com.

Sincerely,

Eric Cross
Site Leader, Twinsburg
Certech Inc.

cc: Mayor Ted Yates (VIA FAX AND OVERNIGHT DELIVERY)
10075 Ravenna Road
Twinsburg, OH 44087
330-963-6251 (fax)

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Insert Registered Legal Entity name, address and number, or all other details as required to comply with regional regulations