



April 24, 2020

VIA EMAIL

Ohio Department of Job and Family Services
Rapid Response Program
4020 E. Fifth Ave.
Columbus, Ohio 43219
rapidresp@jfs.ohio.gov

Mayor David H. Roche
City of Richmond Heights
26789 Highland Road
Richmond Heights, OH 44143
mayors.office@richmondheightsohio.org

Re: Notification of Facility Closing – WARN Act Notice

To Whom It May Concern:

Constant Aviation, LLC is engaged in the business of aircraft maintenance, repair and overhaul. The COVID-19 pandemic has caused a dramatic reduction in air travel and demand for aircraft maintenance services, and our business has suffered as a result. Despite our best efforts to weather this unprecedented crisis, we are now forced make the unfortunate decision to close our facility located at the Cuyahoga County Airport, 355 Richmond Road, Richmond Heights, Ohio 44143. As a result, we will permanently lay off 52 employees at the facility. This is not a union facility and no bumping rights exist for these employees. A list of affected positions and the number of affected employees in each position is attached to this letter as Exhibit A. Hourly employees will be laid off effective as of May 10, 2020, and salaried employees will be laid off effective as of May 15, 2020.

This facility closure and the resulting layoffs are a necessary response to the unprecedented and unforeseeable business circumstances created by the COVID-19 pandemic. While we have endeavored to provide our employees with as much notice of these decisions as possible, due to the sudden nature of the virus outbreak and its dramatic adverse effect on our business operations, we are unable to provide notice 60 days prior to the effective date of this permanent layoff.

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act of 1988. While Constant has not determined that WARN is applicable to this facility closure, we are providing this notice out of an abundance of caution in the event that WARN is deemed to apply.

We regret the circumstances that made this closure necessary. If you have any questions or need further information, please contact Lindy Grasser at lgrasser@constantaviation.com or 216-331-1724.

Sincerely,

David Davies
President
Constant Aviation, LLC



EXHIBIT A

<u>Job Title</u>	<u>Number of Affected Employees in Each Job Title</u>
Maintenance Technician	30
Avionics Technician	12
Business Administrator	3
Project Manager	2
Materials Clerk	2
Director of Operations	1
Customer Experience Manager	1
Quality Assurance Administrator	1