



COOPER TIRE & RUBBER COMPANY
701 Lima Avenue, Findlay, Ohio 45840

Received April 6, 2020 at 1:10pm

April 6, 2020

VIA EMAIL: rapdresp@jfs.ohio.gov

Ohio Department of Job and Family Services
Office of Workforce Development
Rapid Response Unit
4020 E. Fifth Ave.
Columbus, OH 43219

Re: Announcement of Planned Action: Notice of Continuation of Shutdown

To whom it may concern,

I am writing on behalf of Cooper Tire & Rubber Company. On March 21, 2020, Cooper Tire announced a temporary shut down its operations with an expected return to work date of April 6, 2020. I am writing to give you **notice** that Cooper Tire has made the determination that it is necessary to continue the shutdown of its operations beyond April 6, 2020. The facility affected is located at 701 Lima Avenue, Findlay, Ohio 45840. The continued shutdown is due to the downturn in business resulting from the COVID-19 pandemic. The shutdown is expected to be temporary.

Cooper Tire does not believe that notice of the continued shutdown is required under the federal Worker Adjustment and Retraining Notification (WARN) Act because the reduction in force is intended to be temporary and is due to an unforeseen business circumstance. However, we are providing this Notice as encouraged by Section 7 of the WARN Act.

All affected employees have been notified that they should not return to work on April 6, 2020, as initially planned, and that their continued furlough is expected to be temporary.

The following is a list of the job positions and number of individuals who will be affected by the continuation of the shutdown:

Job Classification	Number of Affected Individuals
Hourly Production	686
Hourly Maintenance	87
Hourly Warehouse	24

Bumping rights under the collective bargaining agreement are not at issue at this time as the entire facility is temporarily shutdown. Cooper Tire will abide by the agreement's provisions regarding bumping if applicable to the recall of bargaining unit employees.

The contact person at Cooper Tire for questions about this notice is:

Jodi Rosendale
701 Lima Ave.
Findlay, OH 45840
djrosendale@coopertire.com
(419) 424-4332

Sincerely,



Phil Kortokrax
Senior Vice President
Global Operations and Procurement

cc: The Honorable Christina Muryn
via email: Mayor@FindlayOhio.com