

**deceuninck**

April 13, 2020

**VIA MAIL AND EMAIL**

Mayor Jason Frentzel  
233 S Main Street  
P. O. Box 330  
Monroe, OH 45050-0330  
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Ohio Department of Job & Family Services  
Office of Workforce Development  
Rapid Response Unit  
Worker Adjustment Retraining Notification (WARN) Act  
P.O. Box 1618  
Columbus, Ohio 43216-1618  
[rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov)

To whom it may concern:

Due to the sudden and unexpected circumstances surrounding the COVID-19 outbreak, and pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), please be advised that Deceuninck North America ("DNA") will lay off employees at its Monroe located at 351 N. Garver Road, Monroe, OH 45050 beginning on or about April 15, 2020. While DNA understands that a 60-day notice is typically required, the COVID-19 outbreak was an unforeseen business circumstance that prevented DNA from providing notice sooner.

DNA anticipates that the date of separation will occur on April 15, 2020. 108 employees will be permanently laid off. 125 employees will be temporarily laid off, and we expect them to return when normal business resumes.

The COVID-19 pandemic brings many unanticipated changes, however DNA will continuously evaluate its expected return date, and will notify employees as soon as practicable of any return date changes.

DNA does not have a bumping system. A list of job titles of affected positions and the number of affected employees in each job classification is enclosed.

**Deceuninck North America**  
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**Building a sustainable home™**

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If you have any questions or need additional information concerning this matter, please contact Jamie Miller, Sr. Manager Employee Relations, at 513.539.5565.

Sincerely,  
Deceuninck North America



Jamie Miller  
Sr. Mgr, Employee Relations

### Affected Employees

Job Titles	Number of affected employees
Administrative Assistant	1
CNC Operator	1
Compound Manager	1
Compound Operator	13
Customer Service Rep	1
Designer Programmer	1
Die Maker	1
Dir Of Bus Dev & Innovation	1
Extrusion Specialist	102
Facilities Engineer	1
Finance Clerk	2
Group Leader	1
IT Manager	1
Lamination Operator	49
Legal Coordinator	1
M R O	2
Machinist	3
Maintenance Manager	1
Maintenance Specialist	9
Materials Handler	6
Operations Improvement Leader	1
Process Engineer	2
Process Technician	1
Production Scheduler	1
Production Supervisor	1
Project Manager	1
Quality Auditor	6
Reclaim Operator	2
Senior Supply Chain & Export Manager	1
Shipper	5
Team Leader	1

Technical Services Specialist	1
Tool Tuning Technician	1
Tooling Maintenance Technician	9
Welder Fabricator	1
Wire EDM Operator	1
Grand Total	233