



GISSING

Received on March 24, 2020 at 1:15pm

VIA EMAIL (breeyn.handberg@jfs.ohio.gov; mbarhorst@sidneyoh.com) and CERTIFIED MAIL

March 23, 2020

Attn: Breeyn Handberg
Rapid Response Program Manager
Office of Workforce Development
4020 E Fifth Ave
Columbus, OH 43219

Mayor Mike Barhorst
City of Sidney
201 W Poplar Street
Sidney, OH 45365

RE: Notice Pursuant to Worker Adjustment and Retraining Notification (WARN) Act

Dear Sidney Mayor Barhorst and State of Ohio Rapid Response Unit:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act, which requires employers to give official notice to certain governmental units of a mass layoff.

This is to notify you of an upcoming layoff of employees by Gissing North America LLC ("GNA") at its Sidney, Ohio facility, located at 1630 Ferguson Court in Sidney. GNA anticipates that at this time 120 employees will be affected.

The layoffs are expected to begin on March 23, 2020. Following is the anticipated schedule of layoffs: all positions with the exception of building security and management. The layoffs are expected to be temporary, having resulted from the downstream effect of the OEM Customers pulling volumes due to COVID-19. Because of the uncertainty of the situation, however, we are providing this notice designed to comply with federal law. No bumping rights exist with regard to any positions. Enclosed is a list of all affected job titles and the number of employees in each job classification.

The Company is providing less than 60 days advance notice of this layoff because it is caused by business circumstances that were not reasonably foreseeable at the time that 60-day notice would have been required. These circumstances, which include the COVID-19 pandemic and the related economic downturn, also constitute a natural disaster under the WARN Act.

I will be the GNA official to contact for further information, and my contact information is listed below if you have any questions.

Sincerely,


Jessica Roast
CHRO
Gissing North America LLC
125 Allied Road
Auburn, ME 04210