



GRADALL INDUSTRIES, INC.

April 22, 2020

VIA EMAIL:

Ohio Dept of Job and Family Services
Office of Workforce Development
Rapid Response
rapdresp@jfs.ohio.gov

Received April 22, 2020 at 3:30pm

RE: Gradall Industries, Inc WARN and ORC §4141.28(C) Notice

To Whom It May Concern:

In compliance with the Workers Adjustment Retraining Act, you are receiving this notice because it is possible, but unlikely, the number of furloughed employees at Gradall Industries will meet the definition of a mass layoff, which occurs when 1/3 of the workforce is laid off for a period to exceed six (6) months. The furloughs began in March and are expected to be completed prior to the end of the month of August 2020.

While Gradall has not executed a mass layoff or plant closing within the meaning of WARN and does not intend to do so, with an abundance of caution we are submitting this letter to ensure compliance with any obligations under WARN, 29 U.S.C. §2101, as well as ORC §4141.28(C).

Due to the sudden and unforeseen circumstances surrounding the onset of the COVID-19 pandemic, Gradall Industries, Inc. ('Gradall'), located at 406 Mill Ave SW, New Philadelphia, OH 44663 has had to implement a series of temporary layoffs. The first layoff was voluntary and occurred on February 28, 2020, involving 10 bargaining unit ('Union') employees. The second temporary layoff was on March 24, 2020 and affected an additional 158 Union employees. On March 31, 2020, 79 Union employees returned to work, leaving 89 remaining on furlough. In addition to the 89 Union employees, 17 non-bargaining unit ('Non-Union') employees were furloughed at the same time. Gradall does not anticipate these layoffs to be permanent and hopes to return all furloughed employees when business conditions improve. As of this writing, we have already recalled 3 employees and will have an additional 5 employees return on Monday, April 27. These are all Union employees.

Bumping rights will be administered as per the collective bargaining agreement ('CBA') entered into by and between Gradall and the employees' union, the International Association of Machinists and Aerospace Workers ('IAM') represented by Wesley Norman, president. Non-Union employees were furloughed based on business demands and do not have bumping rights.



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Employees who have been furloughed or might be furloughed in the future will continue to have the same health care as when they were active employees and as long as they continue to pay their share of the health care premiums or their status with Gradall Industries is terminated.

Because of the sudden onset of conditions caused by COVID-19, Gradall was unable to provide the required 60-day notice but has informed all affected employees. Given the rapidly evolving situation, Gradall is providing as much advanced notice as practical.

A list of job titles along with the number of people affected is below:

340-Assembly	29
340-CNC Machining	3
340-CNC Programmer III	1
340-Coating Operator A	4
340-Crane Operator	10
340-Design Engineer	1
340-Design Engineer I	3
340-Design Engineer II	1
340-Design Engineer III	1
340-Engineering Technician III	2
340-Fabrication - Cut & Roll	1
340-Fabrication - Forming	1
340-Fabrication - Thermal Cut	2

340-Final Test	1
340-Inventory/Stock Clerk	2
340-Manufacturing Engineer I	1
340-PC Support/Help Desk	1
340-Production Coordinator	1
340-Production Coordinator III	1
340-Project Engineer	1
340-Robot Weld/Welder	4
340-Service Center	6
340-Technical Writer I	2
340-Utility B	1
340-Welder A	13

If there are any further questions, please contact human resources manager Don O'Brien at 330-339-8415 or dwobrien@gradall.com.

Sincerely,

Carey Moore
HR Generalist

Sincerely,

Donald O'Brien
HR Manager