



April 8, 2020

Via US MAIL and email to:  
[breeyn.handberg@ifs.ohio.gov](mailto:breeyn.handberg@ifs.ohio.gov)  
[bcenters@franklinohio.org](mailto:bcenters@franklinohio.org)

Brent Centers  
Mayor, City of Franklin  
One Benjamin Franklin Way,  
Franklin, OH 45005

and

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

This letter is notice that Huhtamaki, Inc. ("Company") is placing certain employees who work at Huhtamaki, Inc., 4000 Commerce Center Drive, Franklin, Ohio 45005 on temporary, unpaid furloughs.

There are approximately 20 employees currently affected at this employment site. The first furlough at this site will occur on April 8, 2020. These furloughs will continue indefinitely but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

The following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union

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Received April 9, 2020 at 12:15pm

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representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

We also have given or are giving appropriate notice to the affected workers. No bumping rights exist for affected employees.

Should you wish further information, please contact me at the following phone number: (913) 219-2002.

Sincerely,

A handwritten signature in black ink that reads "Amy Peterson". The signature is written in a cursive style with a large initial "A".

Amy Peterson  
Senior HR Manager,  
Huhtamaki, Inc.