

April 9, 2020

Via US MAIL and email to:
breeyn.handberg@jfs.ohio.gov
Mayor@BataviaVillage.org

Mr. John Q. Thebout, Mayor
Village of Batavia
65 North 2nd Street
Batavia, OH 45103

and

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

This letter is a follow up to the notice that Huhtamaki, Inc. (“Company”) sent on April 6, 2020 stating we are placing certain employees who work at Huhtamaki, Inc., 1985 James Sauls, Sr. Drive, Batavia, OH 45103 on temporary, unpaid furloughs.

The first furlough at this site occurred on April 6, 2020 and affected approximately 115 employees. We are adding an additional 120 to this number on April 9, 2020 for a total of 235. 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 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, flowing style.

Amy Peterson
Senior HR Manager,
Huhtamaki, Inc.