



LERNER SAMPSON & ROTHFUSS

A LEGAL PROFESSIONAL ASSOCIATION

120 East Fourth Street, 8th Floor - Cincinnati, OH 45202-4007
Phone (513) 241-3100

September 17, 2020

Breeyn Handberg
Rapid Response Program Manager
Office of Workforce Development
4020 E Fifth Ave
Columbus, OH 43219
rapdresp@jfs.ohio.gov

Honorable Denise Driehaus
President, Board of Hamilton County Commissioners
138 East Court Street, Room 603
Cincinnati, OH 45202
Denise.Driehaus@hamilton-co.org

Honorable John Cranley
Mayor, City of Cincinnati
801 Plum St #150
Cincinnati, OH 45202
Mayor.cranley@cincinnati-oh.gov

Re: WARN Notice

Dear WARN Act Coordinator, Commissioner Driehaus and Mayor Cranley:

This letter is sent to you pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, et seq. and relates to certain employees at Lerner, Sampson & Rothfuss ("LSR"), located at 120 East 4th St., Ste 800, Cincinnati, OH 45202.

Specifically, LSR instituted a temporary layoff, effective March 20, 2020, and reduced some employee hours by 50% or more, effective June 1, 15, and 29, 2020. These layoffs and reduced hours were a direct result of unforeseeable circumstances directly caused by the current COVID-19 pandemic.

At the time of the layoff and reductions, LSR expected that these employment losses would last less than six months. However, LSR now foresees that these employment losses will last longer than six months. The date on which the layoffs will exceed six months will be September 20, 2020, and the dates on which the reductions will exceed six months will be December 1, 15, and 29, 2020. LSR continues to believe that the layoffs and reduced hours will be temporary, not permanent.

Received September 17, 2020 at 2:30 pm

This notice is provided at the earliest possible time based on the information available. If business conditions change that will impact these temporary actions, employees will be promptly notified of any change. Change is possible given the ongoing and unpredictable impact of COVID-19 on the economy and LSR's industry.

Attached hereto as Exhibit A is a list of the job titles of all affected employees and the number of employees in each job title. Affected employees did not have bumping rights (that is, the right to claim another job at LSR) at the time of the employment losses, and that remains the case as of this notice. No union represents the affected employees. Each affected employee has been notified that it is now reasonably foreseeable that the temporary layoff or reduced hours could last longer than six months.

For further information, please contact me.

Sincerely,



Rachel R. Faris, SPHR, SHRM-SCP
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Lerner, Sampson & Rothfuss
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Exhibit A:

Job Title	Total Number of Affected Employees	Furloughed on March 20, 2020	50% Reduction on Date Below
Accounting Clerk I	2	1	1 on June 1, 2020
Accounting Clerk II	1	1	0
Accounting Specialist I	7	6	1 on June 1, 2020
Accounting Specialist II	1	0	1 on June 1, 2020
Accounting Specialist III	1	0	1 on June 1, 2020
Clerk I	2	1	1 on June 1, 2020
Clerk II	2	1	1 on June 1, 2020
Clerk III	2	1	1 on June 1, 2020
Financial Analyst I	2	2	0
Financial Analyst II	1	1	0
Attorney I	3	3	0
Paralegal I	11	10	1 on June 1, 2020
Paralegal II	14	9	4 on June 1, 2020 1 on June 15, 2020
Paralegal III	19	12	5 on June 1, 2020 2 on June 15, 2020
Software Engineer I	2	2	0
Specialist I	2	2	0
Specialist II	4	2	1 on June 1, 2020 1 on June 15, 2020
Specialist III	3	1	2 on June 1, 2020
Support Technician III	1	0	1 on June 1, 2020
Team Lead I	1	0	1 on June 1, 2020
Team Lead II	2	0	2 on June 1, 2020
Team Lead III	7	0	4 on June 1, 2020 1 on June 15, 2020 2 on June 29, 2020