



August 12, 2020

Via U.S. Mail, E-Mail

Breeyn Handberg
Rapid Response Program Manager
Office of Workforce Development
4020 E Fifth Ave
Columbus, OH 43219
E-mail: breeyn.handberg@jfs.ohio.gov

Ted Yates
10075 Ravenna Road
Twinsburg, OH 44087
E-mail: tyates@twinsburg.oh.us

Re: Announcement of Action

Dear Ms. Handberg and Mr. Yates:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing and decreased travel surrounding the coronavirus natural disaster, and as a result of a change in working conditions caused by the unforeseeable extension of such governmental orders and guidance related to the COVID-19 pandemic and natural disaster, Maritz, whose business relies on large group events and travel, experienced a dramatic downturn in business. Maritz did not believe there was a reasonable possibility the downturn would last more than six months. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance recommending social distancing and decreased travel, and additional data and analysis revealing the resulting impact of the COVID-19 crisis on Maritz's financial condition, and despite Maritz's attempts to explore options to comply with government standards and guidance and to implement alternative procedures, Maritz has just recently realized that additional action is necessary. Such action includes permanent terminations of employees who had previously been placed on what Maritz reasonably believed at the time would be a temporary layoff.

Maritz was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until very recently when the full impact of COVID-19 on Maritz's business became more clear, as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Maritz Twinsburg office, located at 2500 Enterprise Parkway East,

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Twinsburg, OH 44087. This mass layoff is expected to be permanent. The layoffs will occur in waves, with the furlough and permanent separation dates as follows:

Date of Furlough/Temporary Leave	Date of Permanent Termination	Number of Employees Affected
4/16/2020	10/16/2020	24
5/1/2020	11/1/2020	4
5/16/2020	11/16/2020	3
6/1/2020	12/1/2020	23
7/1/2020	1/1/2021	3
7/11/2020	1/11/2021	5
8/1/2020	2/1/2021	6

It is anticipated that 68 employees will be affected. All affected employees have been or will be notified of their separation dates and that their separation from employment is expected to be permanent. A listing of job titles impacted is maintained onsite by Maritz.

The affected employees are not represented by a union. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

This notice is intended to comply with the Company’s notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act (“WARN Act”), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.

If you have any questions or want additional information concerning this matter, please contact me at 636-827-4290.

Maritz Holdings Inc.

Sincerely,



Steve Gallant
Executive Vice President, General Counsel