

**Ogletree  
Deakins**

OGLETREE, DEAKINS, NASH,  
SMOAK & STEWART, P.C.

Stuart Tower, Suite 1300  
One Market Plaza  
San Francisco, CA 94105

**Brecyn Handberg  
Rapid Response Program Manager  
Office of Workforce Development  
4020 E Fifth Ave  
Columbus, OH 43219**



Received October 20, 2020 at 9:30 am

October 15, 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](mailto:breeyn.handberg@jfs.ohio.gov)

Ted Yates  
10075 Ravenna Road  
Twinsburg, OH 44087  
E-mail: [tyates@twinsburg.oh.us](mailto:tyates@twinsburg.oh.us)

Re: Announcement of Action – Mass Layoff

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 resulting in the furlough of many employees in early 2020, of which you were previously notified. In light of the 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 and that permanent layoffs of employees who were previously furloughed are required.

While Maritz is providing more than 60 days' notice prior to the date these furloughed employees are subject to permanent 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.

October 15, 2020

Page 2

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at the Maritz Twinsburg facility, located at 2500 Enterprise Parkway East, Twinsburg, OH 44087. This mass layoff is expected to be permanent. The first layoff is expected to occur on February 22, 2021.

It is anticipated that 23 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.

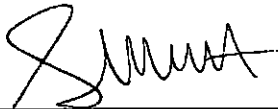
The affected employees are not represented by a union. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

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