



April 6, 2020

Via E-mail and Certified Mail

Ohio Department of Job and Family Services
Office of Workforce Development
4020 East Fifth Ave.
Columbus, OH 43219
rapdresp@jfs.ohio.gov

Received April 6, 2020 at 2:00pm

Re: Notice of Furlough Pursuant to the Worker Adjustment and Retraining Act

I am writing, pursuant to the Worker Adjustment and Retraining Act (“WARN”), to inform you that, given the COVID-19 pandemic and related federal guidance and state orders impacting non-essential workers has caused a significant economic impact on the business of Midwest Tape LLC (“MWT”), the company has had to furlough certain MWT employees starting 3/23/2020.

Please accept this notification that MWT has temporarily laid off employees working at the company’s facility located at 1417 Timberwolf Drive, Holland, OH 43523. Given the timing of the Ohio Department of Health’s Stay at Home Order issued on March 22, 2020, MWT was unable to give the 60-day notice period that WARN requires, to the extent that such notice was required.

The total number of employees furloughed to date is 183. We are hopeful that we will recall our employees as soon as state and federal restrictions are lifted, and we resume normal business operations.

- Planned Action** Temporary Furlough
- Beginning Separation Date:** 3/23/2020 (dates vary among workers)
- Further Separations:** Ongoing developments as business operations are impacted by state and federal orders
- Union Representation:** None
- Bumping Rights:** None

Please note that MWT is providing formal notice to the Board of Trustees of Springfield Township in Lucas County, Ohio simultaneous with this notice. This letter is intended to satisfy MWT’s obligation under federal law, if any, to provide notice to the state and local government units where the site of employment is located. By providing this notice, MWT specifically reserves its right to take the position that this notice was not required under WARN or similar laws for reasons that

include but are not limited to the fact that the current furlough may not extent to six-months and that the current situation constitutes a natural disaster or constitutes unforeseeable circumstance.

Should you have any further questions or need immediate assistance, please feel free to contact me at 419-868-9370.

Sincerely,

Tina Shields

cc: Springfield Township Board of Trustees
Attn: Chair of the Board of Trustees
7617 Angola Road
Holland, OH 43528-8602