



January 2, 2020

VIA CERTIFIED MAIL

Ohio Department of Job & Family Services
Office of Workforce Development
Rapid Response unit
Worker Adjustment Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618

Dear Sir or Madam,

Newark Corporation ("Newark") is providing this notice to you as required under the Worker Adjusted and Retraining Notification Act ("WARN Act"). I regret to inform you that Newark will be conducting employee separations at its Richfield facility located at 4180 Highlander Parkway, Richfield, OH 44286 (the "Richfield Facility") in connection with a North America-wide reorganization. The reorganization is expected to be permanent and there is no union or bumping rights associated with this layoff.

Newark currently has 182 employees at the Richfield Facility and plans to lay off 71 employees on March 6, 2020. As part of the reorganization, Newark will be creating 70 new roles in the Richfield Facility and will be inviting impacted employees to apply for such roles. On January 6, 2020, Newark will provide a written WARN Act notice to all impacted employees at the Richfield Facility.

The information contained in this letter is based on the best information available to Newark at this time. As permitted under 20 C.F.R. § 639.7(f), Newark maintains other information required by 20 C.F.R § 629.7(e) at the Richfield Facility and that information is readily accessible.

For further information or to review the other information required by 20 C.F.R § 629.7(e), please contact me.

Very truly yours,

A handwritten signature in black ink, appearing to read "Dawn Hourston", is written over a large, light-colored circular stamp or watermark.

Dawn Hourston
Head of HR-Sales, Marketing, Product
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