



March 23, 2020

**Sent Via Email**

Rapid Response Section  
Bureau of WIA  
Ohio Department of Jobs & Family Services

Re: Notification of Layoff Pursuant to Worker Adjustment & Retraining Notification Act of 1998 ("WARN")

Dear Rapid Response Director:

Sunday's announcement by the State of Ohio's Governor, Mike De Wine instituting a stay at home order for all people and non-essential businesses requires Norcold Incorporated layoff a substantial portion of our workforce. In order to be compliant with Governor De Wine's order which starts at 11:59PM today, March 23, we will be laying off 345 employees over the course of the next several hours.

These layoffs will occur between both of our Ohio locations and details are as follows:

- 600 Kuther Rd, Sidney, OH 45365: 224 of our 265 employees will be laid off
- 1 Century Dr, Gettysburg, OH 45328: 121 of our 137 employees will be laid off

Given the timing of the government mandated shutdown announcement, we were unable to give the 60 day notice period that WARN, under normal circumstances, requires. At the end of this government mandated shut down, we anticipate recalling the majority of the impacted workforce back.

This notice is being given to you on March 23, 2020, pursuant to the Worker Adjustment & Retraining Notification Act of 1988.

Should you have any questions, please contact me at 734-769-0721.

Best regards,

Alissa J. Reyes  
HR Vice President  
Norcold Incorporated

Received on March 23, 2020 at 2:40pm