



700 BF Goodrich Road  
Marietta, OH 45750

Via Email only [rapdresp@ifs.ohio.gov](mailto:rapdresp@ifs.ohio.gov)

Office of Workforce Development  
4020 E. Fifth Ave  
Columbus, OH 43120  
Attn. Ms. Breeyn Handberg  
Rapid Response Program Manager

April 15, 2019

Re: WARN and ORC 4141.28(C) Notice

Dear Ms. Handberg:

Although Profusion has not effectuated a mass layoff or plant closing within the meaning of WARN, and does not intend to do so, please accept this correspondence to ensure compliance with any obligations under WARN, 29 U.S.C. §2101, as well as Ohio Revised Code § 4141.28(C).

Due to the sudden and entirely unforeseen circumstances adversely affecting our business operations due to the COVID-19 pandemic, Profusion Industries, LLC ("Profusion") implemented two voluntary and temporary layoffs (VLO). The first VLO was on March 30, 2020 and the second was on April 6, 2020 affecting 27 bargaining unit employees at Profusion's facility located at 700 BF Goodrich Road, Marietta, OH 45750 ("Marietta Plant"). Profusion currently does not anticipate these voluntary and temporary layoffs to extend beyond May 3, 2020. Profusion also announced a permanent layoff of six non-bargaining unit employees at its Marietta Plant on April 8, 2020.

As a result of an ongoing reduction in demand associated with COVID-19, Profusion has now determined it is necessary to initiate temporary furloughs covering its Marietta Plant. Effective April 20, 2020, Profusion will temporarily furlough 126 bargaining unit and non-bargaining employees at its Marietta Plant. Profusion anticipates calling all of its furloughed employees back to the Marietta Plant after seven (7) days to begin an ordinary work week beginning April 27, 2020. Due to uneven demand, however, Profusion anticipates that it may need to initiate additional short-term furloughs over the next two or three months. The bargaining unit members are represented by The International Chemical Workers Union Council and its Local 343C, Steve Marrs ("Union"), who, along with the local elected Union officials, have been apprised of the VLO's and temporary furloughs. Employees covered under Profusion's contract with the Union may have certain bumping rights.

All the information required by 20 CFR § 639.7(e) is contained in this letter or, with respect to a list of job titles and positions affected by the Voluntary and Temporary Layoffs, Permanent Layoffs and Temporary Furloughs, are available on site for your review. If you have any questions or require additional information relating to this matter, please contact me, Kelly D. Shultz, at (740) 374-0803.

Sincerely,

Kelly D. Shultz  
Human Resources Director

740-374-0803

[kshultz@profusionindustries.com](mailto:kshultz@profusionindustries.com)

Received April 15, 2020 at 1:45pm