



April 14, 2020

VIA FIRST CLASS MAIL AND EMAIL

Ohio Department of Jobs and Family Services
Attn: Layoff/WARN

Email: rapdresp@jfs.ohio.gov

Re: Permanent Layoffs at Race Winning Brands

On behalf of Race Winning Brands ("RWB"), we inform you that due to unforeseen business circumstances connected to the situation surrounding the spread of COVID-19, we have decided to conduct a mass layoff of employees reporting to the Race Winning Brands Mentor Facility, located at 7201 Industrial Park Blvd, Mentor, OH 44060. Although it is our position that the Federal Worker Adjustment and Retraining Notification Act does not apply in this circumstance, we are voluntarily informing you of this layoff.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this action. There is no union representing the affected employees.

Such unforeseen business circumstances are that, due to the outbreak of the novel coronavirus (known as COVID-19) and the precautions being taken to mitigate the spread of the virus, including some cities and localities that have shelters and quarantines in place, we have seen an extremely significant unanticipated and dramatic major economic downturn in business, revenue, as such we are forced to reduce the number of employees at Race Winning Brands to realign to our new anticipated forecast.

Finally, the name and telephone number of the designated Race Winning Brands person to contact for further information about the layoffs is: Milisa O'Reilly, Vice President Human Resources directly at 440.951.6600 x 3123.

Sincerely,

Milisa O'Reilly
Vice President Human Resources

Number of affected employees - 67
Layoff date - 04/14/2020

Received April 14, 2020 at 1:30pm