

# RAYCO®

RAYCOMFG.COM

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April 7, 2020

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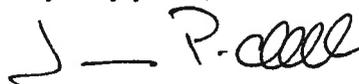
On behalf of Rayco (the "Company"), I am sending this letter to provide voluntary notice consistent with the Worker Adjustment and Retraining Notification Act ("WARN") (29 U.S.C. Sections 2101 *et seq.*).

Due to unforeseeable business circumstances resulting from the COVID-19 pandemic, Rayco will be placing a number of its employees located in Wooster Township, Ohio on furlough effective immediately. We do anticipate at this time that it will be temporary and not last for more than 180 days. However, should circumstances change, and the furlough become permanent, we will notify all necessary parties as soon as possible.

A list of the job titles of those employees who will be affected, complete with an indication of the number of individuals classified under each such job title, is enclosed. None of the displaced employees will possess bumping rights. None of the affected employees belong to a bargaining unit for purposes of representation.

Please contact me at (330) 264-8699 x 2224 or by e-mail at [jimp@raycomfg.com](mailto:jimp@raycomfg.com) should you need additional information.

Very truly yours,



Jim Pindell

Enclosure



This enclosure sets forth the number and job titles of employees at Rayco located in Wooster Township, Ohio (Wayne County) who are subject to a furlough pursuant to the accompanying WARN Act notice.

| Job Title                  | Number of Affected Employees in Position |
|----------------------------|--|
| Assemblers                 | 13                                       |
| Welders                    | 10                                       |
| Brake Press Operators      | 1  |
| Saw Operators              | 1  |
| Laser Operator             | 1  |
| CNC Machinists             | 2  |
| Manual Machinists          | 2  |
| IT Support                 | 1  |
| Painters                   | 3  |
| Custodian                  | 1  |
| HR Assistant               | 1  |
| Shipping and Receiving     | 7  |
| Service Mechanic           | 1  |
| Service Mechanic Assistant | 1  |
| Receptionist               | 1  |
| Purchasing                 | 2  |
| Marketing                  | 1  |
| Engineering                | 4  |
| Engineering Mechanic       | 1  |
| Parts Sales Specialist     | 2  |
| Sales                      | 4  |