

S.A.
COMUNALE
 **An EMCOR Company**

2020 MAR 26 PM 5:28

March 30, 2020

Breeyn Handberg
Rapid Response Program Manager
Office of Workforce Development
4020 E Fifth Ave
Columbus, OH 43219

COVID-19 WARN NOTICE TO GOVERNMENTAL ENTITIES OF TEMPORARY LAYOFF AT S.A COMUNALE CO., INC.

This letter is notice that SA Comunale Co., Inc. ("Company") is placing employees who work at 2900 Newpark Drive, Barberton, OH 44203 in accordance with requirements of the Federal Worker Adjustment and Retraining Notification Act (WARN Act)

There are 3 employees currently affected at this employment site. These layoffs commenced on March 23, 2020. These layoffs will continue indefinitely but are intended to be temporary and intended to last less than six months. However, we cannot foresee when operations will resume normally.

Whether or not this action triggers the requirements of the WARN, we thought it appropriate to give you this notice. We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

We also have given or are giving appropriate notice to the affected workers who are not represented by a union.

The information contained in this letter is based on the best information available to the Company at this time. The job titles of the positions to be affected are on file with S.A.

Comunale Co., Inc. and available for inspection as required by 20 C.F.R. § 639.7(e).
Bumping rights do not exist in this situation.

Should you wish further information, please contact me at the following phone number:
330-706-9424.

Sincerely,

A handwritten signature in black ink that reads "Amy Hendricks". The signature is written in a cursive, flowing style.

Amy Hendricks
Human Resources Manager