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Received September 29, 2020 at 4:30 pm

September 28, 2020

Via Email

Breeyn Handberg, Rapid Response Program Manager
Ohio Department of Job and Family Services
Office of Workforce Development
Email: rapdresp@jfs.ohio.gov

Re: Notice Pursuant to the Federal Worker Adjustment and Retraining Notification (WARN) Act

Dear Ms. Handberg:

On March 29, 2020, as a result of the COVID-19 pandemic, SSA Group, LLC made the unfortunate but necessary decision to lay off employees at our Center of Science & Industry facility, located at 333 W. Broad St., Columbus, OH 43215. At the time, we were anticipating a closure of a relatively short duration before bringing all employees back and resuming normal operations.

Regrettably, the COVID-19 pandemic has continued much longer than we had hoped. Due to the unforeseeable impact of the pandemic on the Company's business and finances, the Company is unable to reinstate the majority of employees to their positions at this time. We hope that we will be able to reinstate workers to their positions once shutdowns caused by COVID-19 have come to an end, but at this time, we are unable to provide return-to-work dates.

This notice is being provided pursuant to the federal Worker Adjustment and Retraining Notification (WARN) Act, which allows employers to lay off employees with less than 60 days' notice where the layoffs were not reasonably foreseeable at the time the notice would have otherwise been required under the WARN Act. No bumping rights exist that would allow affected employees to move to a different position with the Company. Attached to this letter as Exhibit "A" is a list of the job titles affected and the number of employees affected by each job title.

For more information, or if you have any questions, please contact Kasey Kampman in SSA's People Department at peopledepartment@kmssa.com or 303-322-3031.

Sincerely,

A handwritten signature in blue ink, appearing to read "Chris McNicholas".

Christopher McNicholas
General Counsel

c: Ms. Shannon Fitzgerald (Chief People Officer)
Encl.: Exhibit A

