



The Hall China Company™
Over 100 Years of Quality

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WARN ACT NOTICE

April 30, 2020

Ohio Department of Job & Family Services
Office of Workforce Development
Rapid Response Unit
Worker Adjustment Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618
rapdresp@jfs.ohio.gov

Dear Sir/Madam:

This Notice is being provided to you on April 30th pursuant to the Worker Adjustment and Retraining Notification Act ("WARN Act") of 1988, 29 U.S.C. §§2101 *et seq.*, which requires an employer to give official notice to certain government units or officials of a pending mass layoff.

The management of The Hall China Company (the "Company") has reached the difficult decision that it will have a mass layoff as that term is defined by the WARN Act at 1 Anna Street, East Liverpool, Ohio 43920. The mass layoff will be permanent and will constitute a mass layoff under the WARN Act.

While an exact date has not been established for this mass layoff, it is expected that permanent layoffs will begin between April 30, 2020 and May 30, 2020.

Approximately 40 employees will be affected by this action. The Company will maintain complete information about the mass layoff on site at its facility and will make such information accessible to you and available upon request.

The reason that the Company was unable to give a full sixty-day notice under the WARN Act is for a couple of crucial reasons. As you may know, our business was struggling to survive. We had various companies interested, but they backed away. The current buyer of a portion of our business did not want us to disclose the sale for fear of losing business and being unable to receive badly needed capital. Also, the buyer did not want us to announce any closure for fear of a major loss of business and because of its inability to

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decide the number of people it would retain. Before it became clear as to what the total number of layoffs would be, we were hit with the Coronavirus and had to shut down our operations. Now that there is a better understanding, we are sending out this notice as the amounts of layoffs will meet or exceed the one-third of the workforce.

If you have questions, please contact Ralph Smith at (304) 387-1300 Extension 1497.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ralph Smith", is written over a horizontal line.

Ralph Smith
Director, Human Resources
The Hall China Company