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Ohio Department of Job and Family Services
Office of Workforce Development -Rapid Response Unit
rapdresp@jfs.ohio.gov

Mayor Timothy Theaker
City of Mansfield
30 N Diamond Street
Mansfield, OH 44902

Dear Mayor Theaker and Office of Workforce Development:

After a great deal of consideration, Therm-O-Disc has made the decision to close its Mansfield, OH manufacturing facility located at 1320 S. Main Street, Mansfield Ohio. All production operations will be relocated to other facilities; the Therm-O-Disc headquarters will continue to operate from the Mansfield location at 1320 S. Main Street.

This action will result in layoffs of both hourly and salaried personnel, totaling approximately 248 positions. These changes will take approximately 18 months to complete.

Due to the complete and permanent cessation of production, bumping rights are not applicable. The job titles of affected positions and the number of affected employees in each job category will be provided to you upon request. Terminated employees have no rights to bump or displace other employees.

We hope you understand that this action is being taken strictly due to business economics.

We have communicated this decision to all employees at the Mansfield facility. They have been informed verbally and they are receiving written information as to when their jobs will be eliminated. Also, the company has designed a severance plan based on each employee's length of service. Contents and conditions of the plan, including insurance provisions, will be communicated to each employee.

I assure you that each employee will be paid wages for all hours worked up to the time of separation.

By way of this letter, we are also notifying the Ohio Department of Job & Family Services according to requirements of the Worker Adjustment and Retraining Notification (WARN) Act.

Therm-O-Disc's manufacturing facility has been a long-time fixture in the Mansfield community. We regret that this decision had to be made and hope we can look forward to your support in the coming months. Please call me at any time with questions you may have at 419-709-2044.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric Jacobson". The signature is fluid and cursive, with a large initial "E" and "J".

Eric Jacobson
VP Human Resources