



April 6, 2020

VIA E-MAIL: [rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov); [mayor@youngstownohio.gov](mailto:mayor@youngstownohio.gov)

Ohio Department of Job & Family Services  
Office of Workforce Development  
Attn: Rapid Response Program Manager  
4020 East Fifth Avenue  
Columbus, Ohio 43219

Hon. Jamael Tito Brown, Mayor  
City of Youngstown  
26 South Phelps Street  
Youngstown, Ohio 4450

Received April 6, 2020 at 3:15pm

**NOTICE OF LAYOFF PURSUANT TO THE WORKER ADJUSTMENT AND RETRAINING NOTIFICATION (WARN) ACT**

Dear Rapid Response Program Manager and Mayor Brown:

This letter is to inform you that VAM USA, LLC (the “Company”) will be implementing a reduction-in-force affecting employees working in the Company’s facility located at 1053 Ohio Works Dr., Youngstown, Ohio 44510.

The purpose of this letter is to provide you with notice under the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. §2101, *et seq.*, or any other applicable laws, should such notice be required. Due to the unprecedented issues caused by the COVID-19 pandemic and the OPEC-Russia oil price war, the Company is unable to give 60 days’ notice of the layoff and is giving notice at the earliest practicable time. These unforeseeable business circumstances include the unanticipated and dramatic drop in oil prices and the major downturn in the U.S. economy, which have resulted in a substantial decline in the demand for the Company’s products and services and a significant reduction in its incoming receivables and cash flow, putting the Company in the difficult position of having to reduce its workforce.

The reduction-in-force will commence during the 14-day period of April 30 – May 13. The affected employee(s) will be permanently separated from the Company. There are no bumping rights in this situation and the affected employees are not represented by a labor union. The job titles of positions to be affected and the number of employees the Company anticipates will be affected in each job classification are set forth in Appendix A.

If you have any questions, please feel free to contact LaTundia Marks, Sr. HR Manager, at (281) 784-5532 for further information.

Sincerely,  
  
Garrett Francis  
President, VAM USA, LLC



**APPENDIX A**

<b>VAM USA Youngstown</b>	<b># Impacted</b>
Electronic Technician	3
Methods Engineer	1
Methods Manager	1
Mfg Engineer	1
Quality Engineer	1
HSE Specialist	1
CNC	7
Gage Lab Tech	1
Heavy Equipment Operator	2
Maintenance Technician	5
Material Handler	5
Production Lead	5
QC	7
QA Auditor	1
QC Inspector	3
Quality Technician	2
Threadline Utility Operator	13
<b>Total Youngstown</b>	<b>59</b>