

Office of Workforce Development
4020 E Fifth Ave
Columbus, OH 43219

Attn. Ms Breeyn Handberg
Rapid Response Program Manager
breeyn.handberg@jfs.ohio.gov
rapdresp@jfs.ohio.gov

sent via email

Medina, 8 April 2020

Re: WARN Notice

Dear Ms. Handberg:

Please be advised that as a result of the unforeseen circumstances associated with the COVID-19 pandemic and the declaration of National Emergency, Agrati, Inc. (“Agrati”) announced a permanent lay-off of 16 employees and a temporary furlough of 147 employees at its Medina (OH) location (941-955 Lake Road, Medina – OH 44256). Agrati’s Federal Employer Identification Number is 47-1297832.

The first separation date will be 15 April 2020 and additional employees may be laid off in the weeks that follow. Given the timing of the Ohio Department of Health’s Stay at Home Order issued on March 22, 2020, Agrati was unable to give the 60-day notice period required by the Worker Adjustment and Retraining Notification Act (“WARN”).

As you know, there is considerable uncertainty regarding the timing of the recovery from the COVID-19 pandemic generally and in the automotive industry specifically. Accordingly, Agrati is providing this notice in an abundance of caution to comply with the WARN, which requires employers to give official notice to affected employees of a pending mass layoff.

At the present time, Agrati anticipates that the furlough will last less than six months. If Agrati determines that the furlough will exceed six months or become permanent, it will issue appropriate notice under WARN.

Certain of the affected employees are represented by a labor union: UAW, Local 3025, Ronald Brooks. Employees covered by Agrati’s contract with UAW, Local 3045 have certain bumping rights.

A list of the affected job titles and number of employees per classification is attached.

For further information regarding this matter please contact our HR Manager:

Ms. Kimberlee Gibson (kymberlee.gibson@agrati.com – 330-721-6358)

Sincerely,



Ashi Uppal
CEO

cc: Mayor Dennis Hanwell
132 N Elmwood Ave
Medina, OH 44256
sent via e-mail: dhanwell@medinaoh.org

Affected Job Titles & Dates of Anticipated Layoffs		
<u>Affected Job Title</u>	<u>Number of Employees in Job Title</u>	<u>Date of Layoff</u>
Hourly Production	8	4/15/2020
Hourly Maintenance	1	4/15/2020
Hourly Warehouse	5	4/15/2020
Hourly Quality	1	4/15/2020
Engineer	1	4/10/2020
Continuous Improvement Manager	1	4/10/2020