



July 24, 2020

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102

This letter is notice that CWT, LLC ("CWT or Company") is taking job actions in relation to employees who work at our St. Louis office, 13723 Riverport Dr., Suite 500, Maryland Heights, MO 63043.

There are 56 employees who CWT placed on temporary furlough with the reasonable expectation that the furloughs would last no longer than 6 months. This number includes employees who were placed on fulltime unpaid leaves as well as employees affected by a reduction in their workweek or hours in excess of 50% at this employment site. The first of these furloughs commenced on April 1, 2020. We are informing you that we now expect the temporary furloughs to last longer than 6 months. During the furloughs, the employees will continue to be Company employees, and considered to be on the Company payroll, but will not earn wages while they are not working. This worksite is not being closed.

As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available broken down by location if multiple locations are involved.

The information provided in this notice is based on the best information available to us at this time. We are providing this notice because the Worker Adjustment and Retraining Notification Act encourages employers to provide information even when a notice requirement does not exist. To the extent that the Company's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and/or any applicable state law, this letter is intended to fulfill any notice requirements.

We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We did not foresee how significantly and for how long a time the epidemic and related governmental lockdown orders would impact our business. We also did not foresee that lockdown orders, initially issued for short durations in only a few cities, would spread throughout the country and be repeatedly extended.] Nor did we foresee that these events would gravely impact our business not merely for a short period, but now for the foreseeable future. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these circumstances caused by the novel coronavirus epidemic national disaster and national emergency.