

June 9, 2020

Via Email; U.S. Mail

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102
ETT.DWD@dhewd.mo.gov

Mayor Dan Borgmeyer
c/o City of St. Charles
200 N. Second Street
Saint Charles, MO 63301

RE: Leonard's Mental, Inc.– Notice of Furlough Pursuant to the Federal WARN Act

To Whom This May Concern:

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* ("WARN Act"), to inform you that Leonard's Metal, Inc., as a result of the COVID-19 pandemic and a significant, unforeseeable, and rapid downturn in the U.S. economy and related consequences, must institute a furlough effective Monday, June 22, 2020 through Friday, July 24, 2020, at its facility located at 3030 N. Highway 94, Saint Charles, MO 63301-0244. LMI's facility will not be completely shut down. The furlough will affect 60 employees. A minimal number of employees will remain working at the facility between June 22, 2020 and July 24, 2020 to ensure that essential operations can continue. The need for the furlough was not reasonably foreseeable and LMI is providing notice with as much advanced notice as has proved practicable. The furlough is expected to be temporary. However, because the WARN Act requires employers to look backward and forward to determine whether WARN obligations arise and notice must be given, we are providing you this notice pursuant to 20 C.F.R. § 639.7(e) in the event LMI is later required to provide notice under the WARN Act.

The employees being furloughed are:

Maintenance Mechanic 2 Mastery
Maintenance Mechanic 2 Core
Raw Material Handler 2 Core (On Leave)
Forming Fabricator 3 Advanced (On Leave)
Engineer
Maintenance Mechanic Lead
Machinist Lead
Heat Treat Operator 4 Mastery
Master Scheduler

Engineer-Quality
Forming Fabricator 4 Mastery
Forming Fabricator 2 Advanced
Machinist 3 Mastery
Planner
Machinist 1 Mastery
Heat Treat Operator 4 Mastery
Forming Fabricator 2 Core (On Leave)
Manager-Manufacturing Support
Forming Fabricator 4 Mastery
Manager-Quality
Technician-Laboratory
Quality Inspector 4 Mastery
CMM Operator 1 Core
Raw Material Handler 3 Advanced (On Leave)
Purchasing Agent
Forming Fabricator (On Leave)
CNC Programmer
Raw Material Handler 3 Mastery
Machinist 3 Mastery
Quality Inspector 4 Mastery
Forming Fabricator 3 Mastery (On Leave)
Raw Material Handler 2 Mastery
CMM Operator 3 Mastery
Heat Treat Operator 4 Core
Heat Treat Operator Lead
Machinist 3 Core
Lead Engineer
Forming Fabricator 4 Mastery
Customer Support Representative
Forming Fabricator 4 Mastery
Forming Fabricator 4 Mastery
Raw Material Handler 3 Mastery
Forming Fabricator Lead
Maintenance Mechanic 2 Advanced
Customer Support Representative
Machinist 3 Mastery
Heat Treat Operator (On Leave)
Forming Fabricator Lead (On Leave)
Forming Fabricator 4 Mastery
Production Supervisor
Production Supervisor
Document Control Clerk
Machinist Lead

Forming Fabricator 4 Mastery
CMM Operator 3 Mastery
Forming Fabricator 4 Mastery
Quality Inspector 4 Mastery

There are no bumping rights and the employees are not represented.