



August 21, 2020

VIA CERTIFIED MAIL

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Donnie Pruett, Mayor  
P.O. Box 1090  
Mountain View, MO 65548

Re: Mountain View Fabricating/Royal/Coin Acceptors  
WARN Act Notification

Dear Ms. Marshall and Mayor Pruett:

This notice is being provided in accordance with the federal Worker Adjustment Retraining and Notification Act (WARN) which requires employers to give official notice to employees and government bodies of the pending reduction in workforce.

Mountain View Fabricating/Royal, a division of Coin Acceptors, Inc. located at 1315 US -60, Mountain View, MO 65548 has placed approximately 120 employees on temporary, unpaid layoffs. These layoffs commenced on June 10, 2020.

As a result of COVID-19 pandemic and its horrific impact on the U.S. economy and our business, we are not certain we will be able to recall any employees back within the six months since the temporary layoffs took place on June 10, 2020.

Attached as **Exhibit A**, you will find a listing of the job titles of positions within the facility that will be affected and the number of affected employees in each job category.

Employees are not represented by a Union. No bumping or transfer rights exist that could affect the employees to be laid off. We do not anticipate that employees at the Mountain View, Missouri facility who will experience position eliminations will be offered other positions at any of the facilities of parent or affiliated operations of Coin Acceptors, Inc. All affected employees have been notified by letter of the temporary layoff becoming permanent. The notice provided employees with contact information for the Department of Labor, Dislocated Worker Unit. A copy of the notice provided to affected employees is attached as **Exhibit B**.

This notice is designed to satisfy any notice obligations which the Company may have under the Worker Adjustment and Retraining Notification Act and Missouri law but it is not an admission that the Act or any relevant Missouri laws apply.

**EXHIBIT A**  
**JOB TITLES AND NUMBER OF EMPLOYEES IN EACH POSITION**  
**SUBJECT TO LAYOFF**

	<u><b>JOB TITLE</b></u>	<u><b>NUMBER OF EMPLOYEES</b></u>
1.	Administrative Assistant	3
2.	Asset Control Administrator	1
3.	Asset Control Associate	3
4.	Consultant	1
5.	Corporate QA Manager	1
6.	Driver	1
7.	FL Operator/ Class E Driver	1
8.	Forklift Operator	4
9.	General Labor	2
10.	General Manager	1
11.	Group Lead	1
12.	HR Manager	1
13.	Industrial Associate	40
14.	IT Assistant	1
15.	Janitor	1
16.	Maintenance Technician	2
17.	Mill Technician	1
18.	Parts/Security	1
19.	Parts Associate	3
20.	Production Manager	1
21.	QC/QA	6
22.	Refrigeration Technician	2
23.	Reman Technician	3
24.	Royal Assembly Associate	3
25.	Royal Distribution Associate	8
26.	Royal Manufacturing Associate	5
27.	Royal Paint Foam Associate	1
28.	Royal Refrigeration Build	3
29.	Supervisor	3
30.	Team Lead	4
31.	Toolmaker – Class A	2



August 21, 2020

Employee Name  
Employee Address

Dear Employee Name:

We are sending you this letter to update you about the potential reopening of our Mountain View plant and the potential rehiring of our personnel, both of which are driven by the level of orders we receive from our customers. As described below, this letter will serve as an update under certain provisions of the Worker Adjustment and Retraining Notification Act (the “Warn Act”), and a formal notice under such Act due to unforeseen business conditions and the pandemic natural disaster.

**June 8 Notice**

On June 8, we met with all Mountain View employees to advise you that the economic effects of the COVID-19 crisis had reduced orders for the products produced in our plant to such a level, that we were forced to temporarily close the plant effective June 10 and to temporarily layoff all production workers, as well as most of our management team. We advised you that the reopening of our Mountain View facility would be based upon when America reopens its offices, factories, restaurants, schools, universities and amusement parks, etc., and consequently, when customers start to reorder our products.

At that time, we reasonably expected that America would begin sufficiently recovering from the COVID-19 pandemic in the near term, to allow us to reopen our plants by mid-August, but we specifically noted that such a reopening could occur as late as September. Unfortunately, no one could predict the large-scale effect of the pandemic and its negative impact on our customer base.

**Status Update**

We have been both surprised and disappointed by the virtually non-existent remanufacturing orders which we have received from our customers during the last 2 months (and the approximate 60 days prior to June 10). We have received basically no Reman orders since well before the plant closing in June and far fewer parts orders compared to what we had typically received before COVID-19. As of the date of this letter, our customers have not given us any future commitments for orders or even forecasts of when they expect to begin ordering. With the uncertainty of an economic recovery from the COVID-19 crisis and the timing of any potential vaccine, it has now become apparent that we cannot predict with certainty when our plant will reopen, especially given the fact that we are a “build-to-order” facility.

At this point, it has become apparent that our customers will not start placing enough orders to fully justify reopening our plant as we had expected.

We feel an obligation to let you know what has happened to our business due to the pandemic, so that you can better plan for yourself and your families. While we would like to tell you that we are confident that everyone will be rehired by December 10 (six months since the temporary layoff started), we now know we cannot say that, particularly for those of you who work in Reman.

## Warn Act Update and Notice

After our temporary layoff, we are obligated under the Warn Act to advise you based on unforeseen business circumstances and the pandemic natural disaster if we believe there is a probability that at least 50 of our temporarily laid off employees will not be rehired by December 10, 2020. It has become apparent that we do not know if such a reopening is possible, since neither we nor our customers can predict when America will reopen sufficiently to drive orders to a level that justifies a full reopening of the Mountain View operation. However, to give you as much warning as reasonable, we have decided to send you this official Warn Act Notice about the potential loss of at least 50 jobs, because we are not confident how many of you, if any, we will be able to recall by December 10. We want you to be able to make the best decisions for you and your family, taking into consideration how the coronavirus has impacted our business. Accordingly, as of this date, the temporary layoff should now be considered permanent.

While the COVID-19 pandemic has impacted our business and the economy in general for approximately 4-5 months, we have been greatly influenced by a series of recent developments which affect our industry and have contributed to our decision to take this action. As noted, our business is driven by the demand for vending machines and coolers due to the reopening of offices, factories, schools, universities, amusement parks and numerous other "away-from-home" locations. Schools, in particular, are an important indicator of the reopening of America. In just the last few weeks, we have gone from the likely opening of many schools, to uncertainty. In the last 10-14 days, many school districts which had previously decided to reopen, completely reversed their original policy and decided against traditional in-person classroom learning. In addition, just this week, two major universities which had opened earlier this month, decided to close their doors and move to a strictly online format. Several states also just tightened their restrictions, due to an unanticipated surge in coronavirus cases. These sudden and unexpected recent developments have greatly contributed to our decision to give this notice.

No bumping or transfer rights exist which could affect your loss of employment with Coin Acceptors/Royal/Mountain View Fabricating. We do not anticipate that employees at Coin Acceptors/Royal/Mountain View Fabricating who experience permanent position eliminations will be offered a position at any of Coin Acceptors/Royal/Mountain View Fabricating affiliated operations.

You were given information during the June 8 meeting about your final pay, benefits/ COBRA including the eligibility to apply for unemployment insurance benefits, but please feel free to contact \_\_\_\_\_ in Human Resources if you wish to receive any additional information:

There are government agencies which can provide you with information on available dislocated worker assistance. Such federal and state agencies include the Department of Labor, Dislocated Worker Unit ([www.dol.gov/general/topic/training/dislocatedworkers](http://www.dol.gov/general/topic/training/dislocatedworkers)), and the Missouri Office of Work Force Development ([www.ded.mo.gov/tags/dislocated-worker](http://www.ded.mo.gov/tags/dislocated-worker)).

This notice is designed to satisfy any notice obligations which the Company may have under the Worker Adjustment and Retraining Notification Act, but it is not an admission that such Act or any relevant Missouri laws apply.

We want to thank each of you for your dedicated past service, and if America reopens and there is once again a sustainable demand for remanufactured vendors and coolers, plus a larger demand for parts, we will certainly contact you, to see if you are available to be rehired.

COVID-19 has been an unpredictable, unprecedented natural disaster and its negative impact on America is undeniable. We wish that we were not being forced to deal with this adversity, but we wanted you to know the facts, so that you can make an informed decision about your future.

Sincerely,