



March 25, 2020

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

RE: Notice Pursuant to Federal Worker Adjustment and Retraining Notification Act ("WARN")

Dear WARN Coordinator:

This notice is to advise you of a mass layoff under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* ("WARN"). The layoff is a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster resulting in postponement of baseball-related activities and resulting impact on production. The layoff will affect the facility located at 200 West Link Drive, Washington, MO 63030 on March 27, 2020. This mass layoff is expected to be temporary. The expected date of the first separation will be March 27, 2020.

It is anticipated that approximately 130 employees will be affected. All affected employees have been or will be notified of their separation dates. A listing of job titles impacted is attached as Exhibit A. The affected employees are not represented by a union. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

This notice is intended to comply with the Company's notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act ("WARN Act"), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.