



**NOTICE OF LAYOFF TO REQUIRED GOVERNMENTAL UNITS PURSUANT TO THE
WORKER ADJUSTMENT AND RETRAINING NOTIFICATION (WARN) ACT**

June 5, 2020

Via: Email bunny.l.harper@wv.gov and Certified Mail
West Virginia Dislocated Worker Unit
Attn: Bunny Harper
1900 Kanawha Boulevard East
Building 3, Suite 300
Charleston, WV 25305

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JUN 05 2020

**WorkForce West Virginia
TAA/NDWG Unit**

To Whom It May Concern:

This notice is being provided pursuant to regulations contained in the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires affected employers to provide notice to certain government units or officials of a pending mass layoff or permanent closure.

This is to advise you that on July 17, 2020, Allegheny Wood Products, Inc. ("AWP") will be required to furlough a sizeable portion of its workforce at its Coalton/Norton, WV employment site.

The employment site is located at:

Allegheny Wood Products, Inc.
Norton Mill
P.O. Box 279
Route 151 West, Old Route 33
Coalton, WV 26257

The number of employees affected is Fifty-Seven (57). A list of the affected positions is enclosed along with the number of employees in each position. (Ex.A). The affected employees do not have bumping rights. AWP's employees are not part of a union. All affected employees have been provided appropriate WARN notice.

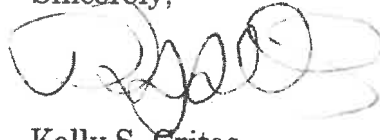
This furlough has been necessitated by several unforeseeable business circumstances. In January, 2020, AWP suffered a catastrophic fire at its Marble, PA, facility. Additionally, AWP exports a significant amount of product to China.

However, U.S.-China economic associations are strained with steadily worsening interactions occurring daily. This continues to negatively impact AWP's sales to the Chinese market. Unexpectedly exaggerating these already significant problems was the arrival of COVID-19, which has had a devastating impact on the economy as a whole, and upon AWP individually. All of these unforeseeable and unexpected business circumstances have created the unfortunate situation whereby AWP will be required to institute a furlough. At this time, any employee who is furloughed should consider the furlough to be indefinite in duration. While AWP believes that this furlough will last less than six (6) months, it is not known at this time when, or if, AWP will be able to resume normal business operations. Because this furlough is result of the economic effects of the COVID-19 pandemic, U.S.-China foreign relations, and the catastrophic fire at one of its sawmills, it is considered both a natural disaster and an unforeseeable business circumstance which justifies a shorter notification period pursuant to 29 U.S.C.S. § 2102(b)(2).

The information in this notice is based upon the best information available to the Company as of this date and is being provided as promptly as practicable in light of these unexpected and unforeseen occurrences.

For further information, please contact Tom Plaughter at (304) 257-1082.

Sincerely,



Kelly S. Crites
General Counsel
Allegheny Wood Products, Inc.

cc: *Via: Certified Mail*
The Honorable Mark Scott
President, Randolph County Commission
4 Randolph Avenue, Suite102
Elkins, WV 26241

Via: Certified Mail
The Honorable Van T. Broughton
Mayor, City of Elkins
401 Davis Avenue
Elkins, WV 26241

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Exhibit A

Mill Manager – 1

Forestry – 4

Operators (Edger, Knuckleboom, Trimmers, Debarker, Loaders, Gang Saw, Forklift) – 14

Office Manager – 1

Clean up – 7

Log Scaler – 2

Filers/Tally – 4

Maintenance/Utility – 4

Lumber Stacker – 7

Lumber Inspector – 2

General Labor – 4

Sawyer – 3

Offbearer – 2

Bander/Packaging – 1

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