



May 8, 2020

Bunny L. Harper, Director
West Virginia Dislocated Worker Unit
1900 Kanawha Blvd. East
Building 3, Suite 300
Charleston, WV 25305

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**WorkForce West Virginia
TAA/NDWG Unit**

Dear Ms. Harper:

Due to unforeseeable business circumstances, Constellium Rolled Products Ravenswood, LLC, ("Constellium") located at 859 Century Road, Ravenswood, West Virginia 26164, will be conducting a temporary layoff of its hourly workforce on or about June 1, 2020. It is anticipated that this temporary layoff will consist of 175 hourly workers and will last through July 30, 2020. Temporary and permanent layoffs of 70-75 salaried workers will also be implemented and will take place on or about May 18, 2020.

As you may know, the COVID-19 pandemic has resulted in a major economic downturn that has impacted many of Constellium's customers, resulting in the cancellation, delay, or reduction of orders for our products, and including the [cancellation/reduction/etc.] of a contract with our largest customer. We believe that the temporary layoffs will last fewer than six months, and less than 500 workers and fewer than 33% of our workforce will be affected. While Constellium does not believe that the Worker Adjustment and Retraining Notification Act, ("WARN Act"), 29 U.S.C. § 2101, *et seq.*, will be triggered, we are providing the instant notice out of an abundance of caution and in the spirit of the WARN Act based upon these unforeseeable business circumstances.

Union employees in affected positions have bidding rights in accordance with the labor agreement between Constellium Rolled Products Ravenswood, LLC and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO-CLC, Local 5668. The chief elected officer of the Union is Ed Barnette, and he may be reached at 52 Nu Chance Drive, Ravenswood, West Virginia 26164-3752.

Please feel free to contact me if you need further information.

Very truly yours,

A handwritten signature in black ink, appearing to read "Matthew King".

Matthew King
Sr. Manager Labor Relations
Constellium Rolled Products Ravenswood, LLC
859 Century Road
Ravenswood, WV 26164 (304) 273-6248