



800.452.4462 (Office) 800.533.8918 (Fax) 672 Fiesta Drive • Newell, WV 26050-1077 www.hlcdinnerware.com

The Homer Laughlin China Company®
www.hlcdinnerware.com

The Hall China Company®
www.hallchina.com

WARN NOTICE

May 14, 2020

West Virginia Dislocated Worker Unit
Attn: Bunny Harper
1900 Kanawha Boulevard East
Charleston WV 25305

Dear Sir/Madam:

This Notice is being provided to you on May 14th pursuant to the Worker Adjustment and Retraining Notification Act ("WARN Act") of 1988, 29 U.S.C. §§2101 *et seq.*, which requires an employer to give official notice to certain government units or officials of a pending mass layoff.

The management of The Homer Laughlin China Company (the "Company") has reached the difficult decision that it will have a mass layoff as that term is defined by the WARN Act at 672 Fiesta Drive, Newell, West Virginia 26050. The mass layoff will be permanent and will constitute a mass layoff under the WARN Act.

While an exact date has not been established for this mass layoff, it is expected that permanent layoffs will begin between May 15, 2020 and June 15, 2020.

Approximately 200 employees will be affected by this action. The Company will maintain complete information about the mass layoff on site at its facility and will make such information accessible to you and available upon request.

Unfortunately, we were unable to give the full sixty-day notice under the WARN Act because of extraordinary circumstances. One of the Company's commitments in connection with the sale of the food service business is that it must continue to manufacture products for the buyer for a three to six-month transition period. The Company shut down production due to the pandemic. These occurrences have made it very difficult for the Company to plan and predict employment levels. Although the future is still very uncertain, we do believe that the Company will have to institute a layoff of one-third or more of its workforce so as to require this notice.

If you have questions, please contact Ralph Smith at (304) 387-1300 Extension 1497.

Sincerely,

Ralph Smith

Director, Human Resources

The Homer Laughlin China Company (The Fiesta Tableware Company)

RECEIVED

MAY 20 2020

**WorkForce West Virginia
TAA/NDWG Unit**