

December 13, 2023

Received: 12/14/2023 @ 3:38pm

Attn: Breeyn Handberg
rapdresp@jfs.ohio.gov
Rapid Response Program Administrator

Re: syncreon Mass Layoff – WARN Notice Notification

To Rapid Response Program Administrator:

This letter is to provide you with notice under the Federal WARN Act, although WARN may not ultimately apply, that syncreon America, Inc. (a DP World company) (“syncreon”) intends to initiate a mass layoff at the plant operations located at 1515 Matzinger Road, Toledo, OH 43612 (“Toledo Facility”). Employees at the Toledo Facility will experience an employment loss as part of this mass layoff beginning on or around February 5, 2024. This notice is given to you less than 60 days in advance, but as soon as it was practicable to do so. The reason that the notice could not be given 60 days in advance is that our customer Stellantis only recently announced that it would be reducing a shift and insourcing a portion of the work at the Toledo operation beginning February 5, 2024. Stellantis is our only customer at the Toledo facility and shift elimination and insourcing necessarily eliminates work for syncreon employees at the facility. As a result, employment with syncreon will be permanently separated for impacted employees. Based on Stellantis’ announcement we expect the mass layoff to commence on or around February 5, 2024. However, if Stellantis reduces its operations sooner than announced the mass layoff of syncreon employees would also occur sooner. The plant mass layoff will impact approximately 68 employees and will remain in effect until otherwise notified. Stellantis is unable to provide a date the Toledo facility will return to full production, so these lay offs are expected to be permanent. We anticipate that 41 Operators, 17 Forklift Operators, and 10 salaried employees will be affected.

The primary contact person for any additional information will be:

Nick Weber
Human Resource Manager
syncreon
1515 Matzinger Rd
Toledo, OH 43612
(567) 900-1527

During the coming months, the management at syncreon will communicate to its employees the progress of discussions with Stellantis. We will communicate to those who have “bumping” rights, if applicable. Fred Pettaway, Plant Chair UAW Local 12 has been notified. Our employees are represented by UAW Local 12
2300 Ashland Ave
Toledo, OH 43620

It is our intention to fully comply with all regulations and laws. Please do not hesitate to contact me if you need any additional information.

Michelle Young, HR Director
(519) 818 - 1992