

September 19, 2024

Via Federal Express and Email: rapidresp@jfs.ohio.gov

Ohio Department of Jobs & Family Services
Attn: Breeyn Handberg
30 East Broad Street
Columbus, OH 43215

RE: Notice of Layoff Pursuant to Worker Adjustment and Retraining Notification Act (WARN)

To Whom It May Concern:

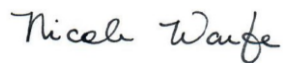
Libra Industries, LLC (the “Company”) is sending this Notice of Layoff pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (the “WARN Act”). The Company writes to provide written notice to the state dislocated worker unit.

The layoff affects 45 full-time employees (the “Affected Employees”) at the Company’s facility at 7770 Division Drive, Mentor, Ohio 44060 (the “Facility”). The job titles of the affected positions and the number of Affected Employees in each job classification are included in Schedule A appended hereto. The layoff is effective as of December 6, 2024, and will be permanent. The Company will be consolidating its PCBA manufacturing in its Dallas facility, and intends to have all consolidations completed by the end of 2024. The Company’s Box Build services will continue operations at the Facility, so that not all employees at the Facility will be impacted by this layoff.

All Affected Employees were notified by electronic and regular mail on September 19, 2024. Such notice explained that the layoff is permanent. The Company also does not recognize “bumping rights” based on seniority or other criteria, nor does it employ any employees who are represented by a union or whose terms and conditions of employment are governed by a collective bargaining agreement.

Please contact Nicole Warfe, the Company’s Senior Manager, Human Resources, at 937-414-0102 or nwarfe@libraind.com, should you need further information.

Sincerely,



Nicole Warfe, PHR, SPHR
Sr. Manager, Human Resources
Phone: 937-414-0102

SCHEDULE A

**List of Affected Positions and Number of Employees in Each Job Classification
7770 Division Drive, Mentor, Ohio 44060**

Job Classification	Number of Affected Employees
Plant Manager	1
SMT Associate	19
Manufacturing/Inventory Control	14
Quality	2
Engineering	6
Program Management	3
TOTAL	45