

Received: 10/30/2024 @ 1:59pm

VIA EMAIL AND U.S. MAIL

October 30, 2024

Breeyn Handberg
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
Office of Workforce Development
P.O. Box 182105
Columbus, OH 43218-2105
614-466-9897
rapdresp@jfs.ohio.gov

Re: Updated WARN Notice

Dear Members of the Dislocated Worker Unit:

On August 29, 2024, in accordance with the Worker Adjustment and Retraining Notification Act ("WARN Act"), we informed you that, regrettably, Airgas expected to close a portion of one department at its Independence office facility, located at 6055 Rockside Woods Blvd North, Independence, OH 44131 on October 31, 2024. At that time, we anticipated that some employee separations were expected to occur on or about October 31, 2024. A copy of that letter is attached.

We now write to inform you that due to business reasons, the date of any anticipated employment loss has been extended and will now begin on December 31, 2024.

Approximately 70 employees will have their positions eliminated as a result of the partial closure and are expected to experience an employment loss. The affected employees are expected to be separated from employment beginning on December 31, 2024, with all separations accomplished by September 30, 2025. The elimination of these positions will be permanent, and there are no applicable bumping rights. A list of the job titles of positions affected and the number of employees affected in each job classification is attached hereto as **Exhibit A**.

The employment losses are anticipated to occur in stages based on the following schedule:

- 12/31/24 - 53 employees
- 4/30/25 - 1 employee
- 6/30/25 - 5 employees
- 7/31/25 - 3 employees
- 8/31/25 - 1 employee
- 9/30/25 - 7 employees

All employees who can reasonably be expected to experience an employment loss have been notified of the partial department closure. They are being considered to fill open internal positions within Airgas and provided with outplacement resources. In addition, the chief elected official has been notified as well.

None of the affected employees are represented by a union.

If you have any questions or want additional information concerning this matter, please contact us-warn.notice@airgas.com, or Krista Espenschied, Division VP Human Resources at (216) 402-7003.

Sincerely,

A handwritten signature in cursive script that reads "Krista Espenschied".

Krista Espenschied
Division Vice President - Human Resources

Krista Espenschied
VP, Human Resources
Airgas USA, LLC
6055 Rockside Woods Blvd.
Independence, OH 44131
(216) 402-7003
Krista.Espenschied@airgas.com

August 29, 2024

Received August 28, 2024 @3:38pm

Breeyn Handberg
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
Office of Workforce Development
P.O. Box 182105
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614-466-9897
rapdresp@jfs.ohio.gov

Re: Notice of Plant Closing / Mass Layoff

Dear Members of the Dislocated Worker Unit:

Please be advised that Airgas expects to effectuate a mass layoff at its facility, the "Independence Facility" located at 6055 Rockside Woods Blvd North, Independence, Ohio 44131, and this may result in a mass layoff or plant closing as defined by the Worker Adjustment and Retraining Notification Act ("WARN").

Approximately 87 employees will have their positions eliminated as a result of the mass layoff and are expected to experience an employment loss. The affected employees are expected to be separated from employment beginning on 10/31/2024, with all separations accomplished by 9/30/2025. The elimination of these positions will be permanent, and there are no applicable bumping rights. A list of the job titles of positions affected and the number of employees affected in each job classification is attached hereto as **Exhibit A**.

All employees who can reasonably be expected to experience an employment loss have been notified of the impending plant closing. In addition, the chief elected official has been notified of the plant closing.

None of the affected employees are represented by a union.

If you have any questions or want additional information concerning this matter, please contact Krista Espenschied, Division Vice President - Human Resources at 216-986-7090.

Sincerely,



Krista Espenschied
Division Vice President - Human Resources

EXHIBIT A

Job titles of positions and the number of employees affected in each job classification in connection with the closure of the Company's facility located at 6055 Rockside Woods Blvd North, Independence, Ohio 44131 are as follows:

Accountant - Investment Management	1
Accountant - Sr	1
Accountant - Sr Cost	1
Accountant - Sr Staff	1
Accountant II	2
Accounts Payable Specialist (Accounts Payables & Receivables)	1
Billing Specialist (Accounts Payables & Receivables)	4
Cash Applications Specialist	53
Manager - Cash Application	2
Shared Services Specialist	2
Specialist - Accounting	1
Specialist - Sr. Cash Applications	4
Staff Accountant (Accounting)	4
Supervisor - Accounting	3
Supervisor - Cash Application	7
	87