



Received: 7/1/2024 @ 7:38am

June 30, 2024

Via Electronic Mail

Breeyn Handberg
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
c/o Office of Workforce Development
P.O. Box 182105
Columbus, OH 43218
breeyn.handberg@jfs.ohio.gov

RE: Delta Apparel, Inc. – Federal WARN Notice

Dear Ms. Handberg:

Due to financial and business difficulties, Delta Apparel, Inc. (the “**Company**”) is currently seeking a sale of its business. If the Company is unable to conclude a transaction, then the Company will unfortunately have to make the difficult decision to discontinue operations at its facility located at 102 Reliance Drive, Hebron, Ohio 43025 (“Hebron”).

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN Act”), which requires the Company to provide advance notice of plant closings at certain facilities. To the extent the Hebron facility is not subject to WARN Act obligations, this notice is being provided voluntarily.

1. The name and address of the employment site where the plant closing or mass layoff will occur, and the name and telephone number of a company official to contact for further information.

- a. Delta Apparel, Inc., 102 Reliance Drive, Hebron, Ohio 43025.
- b. Shirley Cook, Chief Human Resources Officer, (678) 775-6900, hrteam@deltaapparel.com, may be contacted for further information.

2. A statement as to whether the planned action is expected to be permanent or temporary and, if the entire plant is to be closed, a statement to that effect.

If the Company is unable to conclude a suitable transaction, the planned closing will be permanent. In such an event, the entire Hebron facility will be closed.

3. The expected date of the first separation, and the anticipated schedule for making separations.

Any employment terminations in relation to this event are expected to occur on August 29, 2024.

4. The job titles of positions to be affected, and the number of affected employees in each job classification.

Job Title	Number of Affected Employees
Customer Service Manager	1
Customer Service Representative I	3
Customer Service Representative II	1
Distribution Center Manager	1
Strategic Account Representative I	1
Strategic Account Representative II	1
Supervisor	1
Warehouse Associate	2
Warehouse Associate Equipment	3

5. An indication whether or not bumping rights exist.

Bumping rights do not exist.

6. The name of each union representing affected employees, and the name and address of the chief elected officer for each union.

There is no union representation.

The Company was not able to provide earlier notice as it was actively seeking a transaction to enable the continuation of operations, and believed in good faith that the potential for business disruption accompanying notice would have impaired its ability to obtain such a transaction.

Thank you for your attention to this matter. Please contact me should you require any additional information.

Sincerely,



J. Tim Pruban
Chief Restructuring Officer
Delta Apparel, Inc.