



January 9, 2023

Via electronic mail and U.S. mail

Ohio Department of Job & Family Services
Office of Workforce Development
Attn: Breeyn Handberg
rapdresp@jfs.ohio.gov
Worker Adjustment Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618

Mayor Wade Kapszukiewicz
Wade.Kapszukiewicz@toledo.oh.gov
One Government Center
640 Jackson Street
Toledo OH 43604

Lucas County Board of Commissioners
c/o Jody Balogh, Clerk
jbalogh@co.lucas.oh.us
One Government Center Ste. 800
640 Jackson Street
Toledo OH 43604

Received January 9, 2023 @ 4:22pm

Re: Notice of Layoffs of ProMedica Employment Services, LLC employees

Dear Rapid Response Unit, Mayor Kapszukiewicz, and the Lucas County Board of Commissioners,

On December 22, 2022, ProMedica Health System divested its interest in the majority of its skilled nursing facilities. Because new operators have assumed or will soon assume operations of many of the facilities, ProMedica Employment Services, LLC will be reducing the regional and corporate support staff that serviced these facilities. This is to notify you pursuant to the Worker Adjustment and Retraining and Notification Act ("WARN"), 29 U.S.C. 2101, and the Ohio WARN act, that ProMedica Health Systems will implement layoffs in Ohio.

Approximately 255 of the impacted employees work remotely at their own residences across the United States. The site of employment of these 255 employees is their home address, meaning there is no Worker Adjustment and Retraining Notification (WARN) Act notification obligations.

Even though no notice is required for the remote employees, ProMedica Employment Services, LLC is providing this notice out of an abundance of caution and consistent with the WARN Act's encouragement to provide notice in ambiguous situations. Determining the site of employment for remote workers may be ambiguous under current laws.

Assuming, without admitting, that the site of employment for these remote workers is a location other than their personal residences, ProMedica Employment Services is laying off employees as follows:

1. 255 employees who work from their residences across the country but for purposes of this notice are assumed to be assigned to the ProMedica Senior Care corporate office, located at the ProMedica Summit Center, 333 North Summit Street, Toledo, OH 43604.
2. 7 employees who work in the ProMedica Summit Center, located at 333 N. Summit Street, Toledo OH, 43604.

ProMedica Employment Services believes that the new operators will hire some of the employees listed in this notice, but their hiring needs are still developing at the time of this notice. All impacted employees have been notified of their layoff dates and have been notified that ProMedica Employment Services expects the layoffs to be permanent. The layoffs are expected to be effective in the fourteen-day period beginning March 10, 2023. Another group will be effective approximately April 1, 2023.

Bumping rights are not available for these employees. None of the impacted employees are represented by a Union.

This notice is not intended, and should not be construed as, an admission that this notice is required under the WARN Act or to any particular employee. All rights and defenses pursuant to the WARN Act and other laws are specifically reserved.

The information required by 20 CFR 639.7e is available on site for your review. For further information about this matter, please call feel free to call me at 419-291-0136.

Sincerely,



Gary M. Cates
Chief Government Relations Officer