

DERBY

BUILDING PRODUCTS

July 24, 2020

**VIA EMAIL AND CERTIFIED MAIL
FOR DELIVERY VIA EMAIL ON JULY 24, 2020**

Steven K. Gustafson, State Trade and Rapid Response Coordinator
Florida Department of Economic Opportunity (DEO)
Reemployment and Emergency Assistance Coordination Team (REACT) Program
107 E. Madison Street
Caldwell Building, MSC G-229
Tallahassee, Florida 32399-4137
steven.gustafson@deo.myflorida.com, WARNnotices@deo.myflorida.com

Re: WARN Act Notice

Dear Mr. Gustafson:

Pursuant to the federal Worker Adjustment and Retraining Notification ("WARN") Act, I am writing to inform you that Derby Building Products, LLC ("Derby") has decided to close its Florida manufacturing facility located at 1111 NW 165th Street, Miami, Florida 33169 ("Florida Facility") due to a reorganization and restructuring of company operations.

As a result of this decision, Derby may be permanently laying off fifty (50) or more of the employees who, either directly or indirectly, report to or work at the Florida Facility between September 30, 2020, and December 31, 2020, depending upon the number of resignations that occur between now and then. The layoffs are occurring in multiple phases. The first phase – in which fifty (50) or more employees could possibly be terminated within an approximately ninety (90) day period – is occurring on September 30, 2020, and the last phase is occurring on December 31, 2020, or within fourteen (14) days after each of those respective dates. There are no bumping rights and none of the employees are represented by a union.

Because of the possibility of intermediate resignations or for-cause employment terminations unrelated to Derby's decision to close the Florida Facility, the number of employees ultimately laid-off by Derby within any ninety (90) day period may not reach the minimum threshold needed to trigger WARN Act notification requirements. As such, this WARN Act Notice is being provided by Derby out of the abundance of caution.

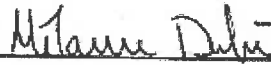
Because both the positions expected to be impacted and the timing of the phases are subject to change, Derby is currently providing you with only the employees being terminated in the first phase on September 30, 2020, or within fourteen (14) days after that date, that Derby anticipates may result in fifty (50) or more employees being terminated between September 30, 2020, and December 31, 2020. Accordingly, attached to this letter is Exhibit A, which provides (i) a list of the job titles of positions to be affected and (ii) the number of individuals within those

positions who will be impacted on September 30, 2020, or within fourteen (14) days after that date.

Should no intermediate resignations or for-cause employment terminations occur such that Derby continues to anticipate that fifty (50) or more employees will be terminated, Derby will provide you with additional WARN Act notices on a rolling basis at least sixty (60) days prior to each phase of the Florida Facility closure.

If you have any questions, please contact me at (418) 878-6161 or mdube@derbybp.com.

Sincerely,



Ms. Mélanie Dubé
Corporate Human Resources Manager
Derby Building Products, LLC
160 Grands-Lacs Street
St. Augustin-de-Desmaures, Quebec, Canada G3A 2K1

EXHIBIT A

List of Job Titles and Number of Affected Employees in Each Job Title to be Impacted on September 30, 2020, or within Fourteen (14) Days after that Date.

Job Title	Number of Affected Employees
Material Handler	4
Molding Box Maker	2
Molding Team Lead	2
Set-Up Technician	2
Maintenance Technician	1
Quality Assurance Auditor	2
Total Number of Employees Impacted:	13