

# DERBY

BUILDING PRODUCTS

October 26, 2020

**VIA EMAIL AND CERTIFIED MAIL  
FOR DELIVERY VIA EMAIL ON OCTOBER 26, 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](mailto:steven.gustafson@deo.myflorida.com), [WARNnotices@deo.myflorida.com](mailto:WARNnotices@deo.myflorida.com)

**Re: WARN Act Notice (Third Phase)**

Dear Mr. Gustafson:

Per my prior letters to you dated July 24, 2020, and August 26, 2020, pursuant to the federal Worker Adjustment and Retraining Notification (“WARN”) Act, I am writing to inform you of the third phase of employment terminations being conducted by Derby Building Products, LLC (“Derby”). As you may recall, 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 – occurred on September 30, 2020, and the last phase is occurring on December 31, 2020, or within fourteen (14) days after that date. 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.

As previously explained, because both the positions expected to be impacted and the timing of the phases are subject to change, Derby is providing you with the employees being terminated in each phase on a rolling basis. My previous letter sent to you on July 24, 2020, informed you of the employees who were terminated in the first phase on September 30, 2020, that Derby anticipates may result in fifty (50) or more employees being terminated between September 30, 2020, and December 31, 2020. Similarly, my previous letter sent to you on August 26, 2020, informed you of the employees who were being terminated in the second phase on October 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.

This letter is now providing you with the employees being terminated in the third phase on December 31, 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 December 31, 2020, or within fourteen (14) days after that date. Additionally, attached to this letter is Exhibit B, which provides an updated (i) list of the job titles of positions to be affected and (ii) number of individuals within those positions who will be impacted on October 30, 2020, or within fourteen (14) days after that date. Also attached to this letter is Exhibit C, which provides a (i) list of the job titles of positions affected and (ii) number of individuals within those positions who were impacted on September 30, 2020.

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

Sincerely,

*Mélanie Dubé*

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  
December 31, 2020, or within Fourteen (14) Days after that Date.**

<b>Job Title</b>	<b>Number of Affected Employees</b>
Inventory Control Specialist	1
Maintenance Technician	1
Molding Manager	1
Plant Manager	1
Paint Manager	1
Senior Plant Engineer	1
HR Specialist	1
Executive Assistant	1
Quality Manager	1
Shipping/Warehouse Lead	1
<b>Total Number of Employees Impacted:</b>	<b>10</b>

**EXHIBIT B**

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

<b>Job Title</b>	<b>Number of Affected Employees</b>
Quality Assurance Auditor	1
Custodian	1
Cleaning Crew Technician	3
Cleaning Crew Technician Lead	1
Paint Operator	13
Paint Team Lead	1
Mask Cleaner	1
Material Handler	6
Set-Up Technician	3
Pump Room Technician	2
Shipping Coordinator	1
Shipping Clerk	1
Maintenance Technician	1
Molding Team Lead	1
Molding Box Maker	1
<b>Total Number of Employees Impacted:</b>	<b>37</b>

