



July 29, 2020

Mr. Steven Gustafson
State Trade & Rapid Response Coordinator
REACT Program
Florida Dept. of Economic Development
107 East Madison Street, MSC 229
Tallahassee, FL 32399

Re: WARN Act Notice

This notice is provided pursuant to the Federal Worker Adjustment and Retraining Notification (WARN) Act of 1988 and the regulations promulgated thereunder which requires that employers give notice to specified governmental officials and others of mass layoffs or permanent closures.

Key Safety Systems, Inc. d/b/a Joyson Safety Systems will experience a significant reduction in force at its manufacturing facility located at 5300 Allen K. Breed Highway, Lakeland, Florida. The reduction will affect 37 employees on September 30, 2020. A list of the affected job titles and the number of employees classified in each job title is contained in Exhibit A. There are no seniority transfer or rights available for affected employees.

Any questions related to this matter can be addressed at 863-668-6051 or 863-712-0847.

Respectfully,

A handwritten signature in cursive script, appearing to read "Ellen Thielen", written in black ink.

Ellen Thielen, SPHR, SHRM-SCP
Human Resources Manager

Cc: William Mutz
Lakeland Mayor
228 S. Massachusetts Avenue
Lakeland, FL 33801



Joyson Safety Systems

Exhibit A

Hourly

Job Title	Quantity
Assembly Operator	24
Material Handler	1
Process Coordinator I	2
Process Operator I	7
Quality Technician II	1
Quality Technician Lead	<u>1</u>
	36

Salaried

Job Title	Quantity
Material Planner I	<u>1</u>
	1