

- **The name and address of the employment site where the plant closing or mass layoff will occur;**

Merritt Island Boat Works, Inc.
 1210 Nautical Way
 Merritt Island FL 32952

- **The nature of the planned action, (i.e. whether it is a plant closing or mass layoff and whether or not the employment loss will be temporary or permanent);**

Permanent as of 12/31/2020.

- **The reason for the plant closing or mass layoff;**

COVID -

- **The expected date of the first separation, and the anticipated schedule for any further separations;**

- 9/8/2020 (24)
- 10/9/2020 (38)
- 12/4/2020 -12/31/2020 (38)

- **The job titles of positions to be affected, and the number of affected employees in each job classification;**

	Indirect		Direct	#
Accounts Payable Specialist	1	AC Technician		1
Administrative Assistant	1	Assembly Supervisor		2
Bill of Materials Clerk	2	Carpenter Assembler		7
Buyer	1	Carpet/Tile Installer		1
CAD Modeler	1	CNC Operator		1
Controller	1	Cutter Sewer		1
Custodian	1	Deck Assembler		5
Electrical CAD Designer	1	Detailer		1
Engineering Lead	1	Electrical Assembler		5
Executive Assistant	1	Fiberglass Finisher		5
Executive Vice President	1	Fiberglass Grinder/Cutter		2
Human Resources Manager	1	Fiberglass Technician		3
Marketing Coordinator	1	FRP Mold Technician		1
Material Handler	2	Group Leader		2
President	1	Lamination Manager		1
		Lamination Utility		
Purchasing Manager	1	Technician		1
Safety Supervisor	1	Marina Technician		1
Security Officer	5	Mechanical Assembler		3
Senior Accountant	1	Quality Technician		3

Shipping and Receiving Specialist	1	Sewing Technician	1
Site Security Supervisor	1	Teak Installer	1
Supervisor - Production Control/BOM	1	Team Leader	12
Warehouse Supervisor	1	Upholsterer	2
		Upholstery Supervisor	1
		Warranty Representative	1
		Welder	3
		Wood Finisher	2
		Wood Shop Supervisor	1
		Woodworker	4

- **A statement as to the existence of bumping rights, if any exist;**

None

- **The name of each union representing affected employees (if applicable), and the name and address of the chief elected officer of each union; and**

None

- **The name, address, and telephone number of a company official to contact for additional information.**

Jennifer Dickson – Human Resources Manager (321) 735-7120



July 07, 2020

Dear Merritt Island Boat Works Employee:

For the last several months, Merritt Island Boat Works has experienced numerous challenges due to the COVID-19 pandemic along with economic changes within our industry. This has been further escalated by temporarily shutting the plant, along with production for an extended period of time in order to help alleviate the spread and keep our team safe and healthy. In the last few years we have taken action to innovate new product offerings to the market which has allowed us to actively participate in the US marine manufacturing market. Unfortunately, this action has not resulted in increased financial opportunities for our organization.

As a result of the ongoing challenges and our forecasted results, Merritt Island Boat Works has come to a hard but necessary decision and will be having another reduction in force. We would like to inform you that you will be permanently separated from your employment with the Company. The reductions will be made in phases. This notice follows the Worker Adjustment and Retraining Notification (WARN) Act. The information below should help provide you with answers to questions you may have about the upcoming reduction in force.

Merritt Island Boat Works will remain in operation through the 2020 Calendar year. All employees will receive a letter from the Human Resources Manager with details pertaining to your separation date and separation benefits to include accrued PTO, Medical and Severance. It is my hope that the information will help you prepare for a job search.

Merritt Island Boat Works will offer severance to employees upon completion of work on their designated separation date, severance pay will be based on employee tenure with the Company.

If you have any questions please contact Jennifer Dickson, Human Resources Manager, Merritt Island Boat Works @ 321.735.7120.

Sincerely,

A handwritten signature in black ink, appearing to read "Jonathan Gutierrez", written over a horizontal line.

Jonathan Gutierrez
Executive Vice President
Merritt Island Boat Works, Inc.