



VSR Industries, Inc.
6190 Mountain Vista St.
Henderson, NV 89014

June 12, 2020

Via EMAIL (wreed@nvdeetr.org) AND CERTIFIED MAIL

Wesley Reed
Statewide Rapid Response Coordinator
Nevada Dept. Of Employment, Training and Rehabilitation
500 E. 3rd St
Carson City, NV 89713

RE: WARN Act Notice

Dear Mr. Reed,

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that VSR Industries will be implementing permanent layoffs at its facilities located at: 6190 Mountain Vista St Henderson, NV 89014; 7 Sunset Way Suite 150 Henderson, NV 89014; 9 Sunset Way Suite 120 Henderson, NV 89014; and 1743 Whitney Mesa Drive Henderson, NV 89014. Due to unforeseen business circumstances relating to COVID-19, temporary furloughs began in March 2020. These furloughs are now expected to be indefinite and have affected 123 employees in these locations. The entire site is not being closed.

As you know, the COVID-19 virus reached pandemic proportions and the federal government and many states, including Nevada, have declared a state of emergency and issued business closures, restrictions, and travel restriction orders. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevent us from providing notice sooner. As the coronavirus (COVID-19) situation continues to evolve, the global impact is rapidly transforming our business and our way of life. In alignment with the guidance of health experts and government officials, it is necessary to reduce operations to protect the safety and well-being of our employees and customers. As a result of our significantly decreased operations, VSR Industries, Inc. (the Company) has no choice but to reduce staffing levels at this time, including permanent layoffs.

6190 Mountain Vista Street
Henderson NV, 89014

Main:702-382-7773 HR Fax: 702-946-0151 WWW.VSRINDUSTRIES.COM



Permanent employee separation in connection with this action is expected to commence during the 14-day period starting on July 13, 2020. Enclosed is a listing of the job titles of positions to be affected, and the number of affected employees in each job classification.

There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit.

You may contact Sophia Briski, Human Resources Generalist at 6190 Mountain Vista St, Henderson, NV 89014 702-382-7773 if you have any questions or want further information.

Sincerely,

Sophia Briski

Human Resources Generalist

VSR Industries, Inc.

Enclosure: The job titles of the positions and the number of employees in each position affected is given in the table below.

CC: The Hon. Debra March, Mayor
by email (debra.march@cityofhenderson.com) and facsimile (702 -267-2081)
The Hon. Marilyn Kirkpatrick, Chairperson, Clark County Commission
by email (ccdibt@clarkcountynv.gov) and facsimile (702 383-6041)

Job Title of Position	Number of Employees affected
Assembler	13
Cabinet Assembly Technician	25
CNC Machinist II	1
CNC Operator	12
Document Control Technician	1
Driver	1
Final Assembly	9
General Laborer	2
Grinder	1
Hanger	2
Hardware Operator	9



Inventory Clerk	3
Key Cutter	1
Material Handler	4
Paint Prep	7
Painter	3
Production Coordinator	1
Production Supervisor	1
Purchasing Assistant	1
Quality Control Technician	4
Receptionist	1
Sales Support	2
Sales/ Installation Manager	1
Shake Out	4
Shipping Receiving Clerk	2
Team Lead I	5
Welder	6
Woodworker	1
Total	123