



July 28, 2020

*Via email/certified mail*

Mr. Wesley Reed  
Statewide Rapid Response Coordinator  
Nevada Dept. of Employment, Training, and Rehabilitation  
500 East 3<sup>rd</sup> Street  
Carson City, NV 89713

wrreed@detr.nv.gov

Dear Mr. Reed,

As a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster, and specifically TIMET – Henderson has seen a decrease in sales by 80%, we are writing to inform you that there will be a mass layoff at the TIMET Henderson facility located at 181 N. Water Street in Henderson, Nevada beginning the week of July 27<sup>th</sup>, 2020 due to the intention to idle our Sponge Plant indefinitely. We were unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed. This mass layoff is expected to be indefinite.

All affected employees will be notified of their separation dates and that their separation from employment will be indefinite. The separations will begin the week of July 27<sup>th</sup>, 2020 and most are expected to accomplish the week of October 2, 2020.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff along with the anticipated schedule for job losses

Job Title	Number of Affected Individuals	Anticipated Date of Separation
Furnace Operators	7	July 28, 2020
Assembly Operators	5	July 28, 2020
Certified Welders	2	July 28, 2020
Brick Masons	2	July 28, 2020

Administrative Assistant	1	July 29, 2020
Quality Systems Engineer	1	July 29, 2020
Inspectors	6	August 3, 2020
Blending Warehouse Operator	1	August 3, 2020
Crane Repairperson	1	August 3, 2020
Painter	1	August 3, 2020
Plumber	1	August 3, 2020
Instrumentation Tech	1	August 3, 2020
Mag Recovery Operator	1	August 3, 2020
Lab Technicians	4	August 3, 2020
Chlorination Operator	2	August 3, 2020
Purification Control Operator	2	August 3, 2020
Mag Recovery Material Handler	3	August 3, 2020
Melt Engineer	1	August 7, 2020
Maintenance Supervisor	1	August 7, 2020
Financial Analyst	1	August 7, 2020
Field Speclst, Project Purchasing	1	August 7, 2020
Waste Conservation Facility Technician	2	August 14, 2020
Maintenance Superintendent	1	August 14, 2020
Production Supervisor	10	August 14, 2020
Quality Engineer	2	August 14, 2020
Project/Process Engineer	5	August 14, 2020
Raw Material Purchaser	1	August 14, 2020
Design Draftperson	1	August 14, 2020
Logistics Coordinator	1	August 14, 2020
Maintenance Supervisor	2	August 14, 2020
Chemist	1	August 21, 2020
Supervisors	2	August 21, 2020
Buyer	1	August 21, 2020
Shearing/Crushing Operator	6	August 24, 2020
Mechanical Repair	17	August 24, 2020
Electricians	4	August 24, 2020
Instrument Techs	3	August 24, 2020
Inspector	1	August 24, 2020
Purification Control Operator	1	August 31, 2020
Equipment Operator	3	August 31, 2020
Furnace Operator	6	August 31, 2020
Assembly Operator	3	August 31, 2020

Supervisors	2	September 11, 2020
Chlorination Operator	2	September 14, 2020
Purification Control Operator	1	September 14, 2020
Equipment Operator	1	September 14, 2020
Mag Recovery Operator	3	September 14, 2020
Cell Repair Operator	2	September 14, 2020
Mag Recover Material Handler	6	September 14, 2020
Certified Welder	3	September 14, 2020
Furnace Operator	3	September 14, 2020
Mechanical Repair	3	September 14, 2020
Electrician	2	September 14, 2020
Instrument Tech	2	September 14, 2020
Laborer	2	September 14, 2020
Refrigeration Mechanic	1	September 14, 2020
Inspector	2	September 14, 2020
Warehouse & Equipment Oper	6	September 14, 2020
Janitor	1	September 14, 2020
Superintendent	1	September 18, 2020
Supervisors	2	September 18, 2020
Engineers	2	September 18, 2020
Maintenance Manager	1	September 18, 2020
HR Representative	1	September 25, 2020
Safety Specialist	1	September 25, 2020
Welder	2	September 28, 2020
Assembly Operator	4	September 28, 2020
Mechanical Repair	5	September 28, 2020
Electricians	4	September 28, 2020
Instrument Tech	1	September 28, 2020
Lab Technician	3	September 28, 2020
Waste Conservation Facility Technician	2	October 2, 2020
Waste Conservation Facility Technician	3	Estimated termination December 2020

There will be bumping rights for some affected employees. Production and Maintenance employees will be able to displace more junior qualified employees out of their job positions as a result of this mass layoff.

If you have any questions or want additional information concerning this matter, please contact me.



Cindy Heatherington

Senior Director Employee and Labor Relations  
TIMET

2000 Cliff Mine Road, Suite #200

Pittsburgh, PA 15275

O: 412 249 4824 | M: 740 632 6850

Cc: Shannon Chambers  
Labor Commissioner – State of Nevada  
Nevada Department of Labor  
1818 College Parkway, Suite 102  
Carson City, NV 89706