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RoyalComposites.com

Engineered Composites, Inc.

May 13, 2020

The Hon. Ted J. Griess
Minden City Mayor
325 North Colorado
P.O. Box 239
Minden, NE 68959

Rapid Response/Dislocated Worker Unit Coordinator
Nebraska Workforce Development
Nebraska Department of Labor
550 S. 16th Street
PO Box 94600
Lincoln, NE 68509-4600

Re: WARN Act Notice to State and Local Governments

Greetings:

This notice is provided to you pursuant to the federal Worker Adjustment and Retraining Notification Act ("WARN Act").

Royal Engineered Composites ("Royal") operates under a contract with Middle River Aircraft Systems (hereinafter "MRAS"). Pursuant to that contract, Royal manufactures blocker doors for Airbus's A320 airliner. Absent this contract, Royal cannot continue to operate at its current staffing levels.

Unfortunately, Royal learned Thursday, May 7, 2020, that MRAS is drastically reducing demand for our A320 program. For this reason, Royal must significantly reduce its workforce to the decreased demand.

Royal has informed its employees that, due to the aforementioned circumstances, it is anticipated that their last day of employment with Royal will be May 14, 2020.

Royal was not able to provide at least 60 days' notice to its employees because the client's drastic reduction was a sudden, dramatic, and unexpected event outside of Royal's control.

1. Name and address of employment sites:

Name	Address	City	State	Zip Code
Royal Engineered Composites	1046 East 9 th St	Minden	NE	68959

2. Name and telephone number of a Company official to contact for further information:

Megan Thies, Human Resources Manager, (308) 832-2760 x128 or Megan.Thies@RoyalComposites.com.

3. Expected date of all employment separations:

May 14, 2020

4. Number of affected employees: 99

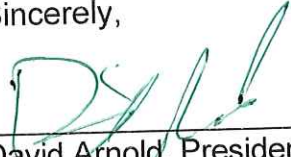
Approximately employees have been, or will be, affected.

The job titles of the positions affected, and the number of affected employees in each job title, are as follows:

Accounting	1
Area Managers	2
Production Operators	82
Quality	12
Supply Chain	2

5. None of the affected employees are represented by a union.
6. None of the affected employees shall have bumping rights.

Sincerely,



David Arnold, President