



**Eli Lilly and Company**

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[www.lilly.com](http://www.lilly.com)

January 6, 2017

Via Fax and Hand Delivery

Ms. Jennifer Long (317-234-0942)  
Rapid Response Dislocated Worker Program Director  
Dislocated Worker Unit  
Indiana Department of Workforce Development  
10 N. Senate Avenue, Suite SE312  
Indianapolis, IN 46204-2277

Honorable Joseph H. Hogsett (317-327-3980)  
Mayor  
Office of the Mayor  
2501 City-County Building  
200 E. Washington Street  
Indianapolis, IN 46204

**Re:    WARN Notice**

Dear Ms. Long and Mayor Hogsett:

On behalf of Lilly USA, LLC ("Lilly"), this letter is intended to serve as Notice to each of you under the federal Worker Adjustment and Retraining Notification Act ("WARN"), 29 U.S.C. § 2101, *et seq.*, of the anticipated separations from employment of the field-based employees in the Integrated Health Partners ("IHP") / Cardiovascular Account Specialists ("CAS") organization within Lilly's U.S. Bio-Medicines Business Unit.

All IHP / CAS field-based positions are being eliminated. While some of the employees in those positions have obtained other Lilly employment as of this date, approximately 485 employees have not and, as such, will be separated from employment unless they obtain other Lilly employment during the applicable Notice period. The planned action, which is expected to be permanent, arises from the announcement that solanezumab did not meet its primary endpoint in the EXPEDITION3 clinical trial and, also, the decision to end the promotion of certain medications.

This Notice is being provided to the extent that the field-based IHP / CAS organization may be deemed an "operating unit" and that its discontinuation may be deemed a "plant closing" within the meaning of WARN.

The affected employees work from their homes in different states (including Indiana) throughout the United States. In accordance with the provisions of 20 C.F.R. § 639.3(i)(6), Lilly considers its Lilly Technology Center - South site of employment located at 1400 S. Raymond Street, Indianapolis, Indiana 46221 to be the single site of employment for the field-based personnel for WARN purposes.

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The affected employees have, this date, been placed on "reallocation" status -- a period which lasts for 12 weeks. The 60-day WARN notice period runs concurrently with the 12-week reallocation period.

No bumping rights exist; however, affected employees will have the opportunity to post for open, available positions through Lilly's internal posting process during the 60-day WARN / 12-week reallocation periods. The separations are expected to occur at the end of the 12-week reallocation period -- on March 31, 2017. However, some employees may voluntarily choose to accelerate their reallocation period and separate at an earlier date.

There is not a union representing any of the affected employees.

A list of the job titles of the positions to be affected and the number of affected employees in each job classification will, pursuant to 20 C.F.R. § 639.7(f), be maintained at the Lilly Technology Center - South site and is available upon request made to the undersigned.

If you have any questions or if you need any further information, please contact me at 317-433-3127 or at [muller\\_raymond@lilly.com](mailto:muller_raymond@lilly.com).

Sincerely,

A handwritten signature in black ink, appearing to read "Raymond Muller", with a stylized flourish at the end.

Raymond Muller  
Sr. Director, HR Workforce Services