



December 14, 2017

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



Dear Ms. Long:

We are writing to give you notice that there will be a total closure of Janesville Acoustics' operation located at Richmond, Indiana, 47374 in the first week of August 2018. The entire Janesville Acoustics operation will be closed and all employees in that operation will be impacted. This closure is expected to be permanent. Please be advised that other business activities and operations by our sister company, Jason Incorporated d/b/a Osborn are not impacted by this decision to close the Janesville Acoustics operations. The expected date of the first separation of affected employees will be February 17, 2018, or the thirteen (13) day period thereafter.

The closure of the Janesville Acoustics operation in Richmond, Indiana is expected to impact 67 total employees. All affected employees will be notified at least 60 days in advance of their anticipated separation dates and that their separation from employment will be permanent. The first phase of employees expected to be separated from employment will begin February 17, 2018, with all separations accomplished by the first week of August 2018. Although they are not required to be provided with notice, Janesville Acoustics will be discontinuing the placement of numerous temporary staffing individuals from its operations in Richmond, Indiana, on or before February 17, 2018.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

As the timetable of the departure dates become more solidified, we will provide you with and the employees an updated notice at least 60 days in advance.

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Should you have any questions, please contact me at (248) 436-1122.

Sincerely,

Jeffrey Smith  
Director, Human Resources Mfg. Opns.  
Janesville Acoustics

Cc: Honorable Dave Snow  
Mayor of Richmond  
50 North 5<sup>th</sup>  
Richmond, IN 47374

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