



RECEIVED

OCT 21 2016

WARN NOTICE

Nadine Leslie
President
Environmental Services
461 From Road, Suite 400
Paramus, New Jersey 07652
201-750-3400
Nadine.Leslie@SUEZ-na.com

October 20, 2016

The Honorable Joseph H. Hogsett
Mayor of the City of Indianapolis, Indiana
2501 City-County Building
200 East Washington Street
Indianapolis, IN 46204

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204

Dear Mayor Hogsett and Indiana Dislocated Worker Unit,

Please accept this letter as official notice of the permanent layoff by SUEZ Water Indiana LLC ("SUEZ") of the employees identified herein. The permanent layoff is a direct result of the expiration of the Agreement for the Operation and Maintenance of the Advanced Wastewater Treatment Facilities and Wastewater and Stormwater Collection System (the "Agreement") between SUEZ (formerly known as United Water Services Indiana LLC) and CWA Authority, Inc. ("CWA"). The addresses of the two affected wastewater treatment facilities (the "Plants") of the System are as follows: 2700 South Belmont Ave. and 3800 West Southport Road, both located in Marion County, Indianapolis, Indiana.

SUEZ currently employs approximately 180 employees at the facilities associated with the Wastewater Treatment System of Indianapolis (the "System"). The layoff will occur during the period of December 20, 2016 through December 31, 2016 and will affect the respective employees and job classifications outlined in the attachment to this notice. Copies of this notice will be sent to each SUEZ employee listed in the below attachment.

This timely notice is given pursuant to the Worker Adjustment and Retraining Notification Act, P.L. 100-379, 102 Stat. 890, 29 U.S.C. § 2101 *et seq.* (the "Act"). This loss of employment may constitute a "mass layoff" or a "plant closing" as those terms are defined in the Act.

SUEZ does not have provisions for "bumping rights" at this location, however pursuant to the terms of the Agreement, SUEZ recognizes and understands that CWA has the right to offer employment to some or all of the existing SUEZ personnel currently performing services at the System and SUEZ has no covenant not to compete or any other restriction on CWA's ability to hire SUEZ employees during or following the transition period whereby operation of the System shall be transferred back to CWA. There is union representation at the Plants through AFSME Local 725. Other information required by 29 C.F.R. § 639.7(e) will be maintained on site and will be made readily accessible to you upon your request.

Please contact Pam Wolsiefer at Pam.Wolsiefer@SUEZ-na.com if you wish to obtain further information relating to this notification.

Sincerely,

Nadine Leslie
President

CC:
Mr. Jamie Dillard, P.E.
Director, Wastewater
Citizens Water
Langsdale 1A
Dr. Martin Luther King Street
Indianapolis, IN 46202

Mr. Steven Quick
President
AFSCME Local 725
P.O. Box 1506
Indianapolis, IN 46225

