

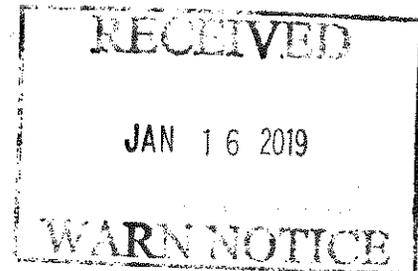


SILBERLINE®
The Architects of Light®

January 11, 2019

VIA CERTIFIED MAIL

**Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277**



Re: Silberline Manufacturing Co. Decatur WARN Notice

Dear Sir or Madam:

Pursuant to the Worker Adjustment and Retraining Notification Act, this notice pertains to a planned reduction in force at the Silberline Manufacturing Co. (the "Company") facility located at 2010 Guy Brown Drive, Decatur, Indiana 46733 (the "Facility"), as a result of the Company's consolidation/restructuring strategy.

The following is based on the best information currently available as of this date:

(1) Statement of planned action:

The Company will permanently transfer all work from the Facility to other locations as part of its ongoing effort to shrink its geographic footprint and consolidate operations into a smaller number of locations. This relocation of work will result in the closure of the entire Facility and the permanent layoff of the Facility employees.

(2) Statement as to whether planned action is expected to be permanent or temporary:

The Company expects the planned closure of the Facility to be permanent.

(3) Name and address of the employment site where the plant closing or mass layoff will occur:

2010 Guy Brown Drive, Decatur, Indiana 46733.

(4) Name and telephone number of a company official to contact for further information:

If you have any questions concerning this matter, please contact me at 570-668-8315. I can also be reached at klatkas@silberline.com.





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(5) **Statement concerning union representation and bumping rights:**

The Facility's hourly production, maintenance and technical employees are represented by the United Steel, Paper And Forestry, Rubber, Manufacturing, Energy, Allied Industrial And Service Workers International Union, AFL-CIO, CLC, and its Local 116A. Under the current labor agreement, employees are able to exercise their seniority to bump when a layoff occurs.

Aside from the hourly production, maintenance and technical employees referenced above, no other employees at the Facility are represented by a labor union. There is no provision in the Company's policy for transfer, bumping, or reassignment for nonunion, salaried office, or management personnel.

(6) **Expected date of first separation and anticipated schedule of separations:**

The first separation attributable to the planned action is expected to occur sometime during the two-week period commencing on January 28, 2019. The remainder of the separations are expected to be completed by July 2019. It is anticipated that the total number of employees to be affected is 50. A list of the job titles with the number of affected employees in each job classification is available at the Facility.

Sincerely,

Stephanie Klatka,

VP Human Resources & Organizational Dev

