



917 Liechty Road, Berne, In 46711

WARN NOTICE

March 4, 2013

State Dislocated Workers Unit
Department of Workforce Development
10 N. Senate Avenue
Indianapolis, Indiana 46204 – 2777
Sent via email to warn-notice@dwd.in.gov

RECEIVED

MAR 4 2013

WARN NOTICE

Please be advised that Ficosa North America Corporation is furnishing notification under the Worker Adjustment and Retraining Notification Act (“WARN”) that we will be terminating our operations in the Berne, Indiana plant on or around May 31, 2013 and moving the existing operations to the other Ficosa facilities in North America. This will result in the permanent employment loss of all Berne plant employees. Ficosa North America Corporation Berne plant is located at 917 Liechty Road, Berne, Indiana 46711.

Although the employment loss of all employees by Ficosa will be permanent, if Ficosa is successful with a sale of the plant, some Ficosa employees could be retained by the new owner or have the opportunity to apply for employment with the new company.

Therefore, this WARN notice is being issued to formally advise you of the timing of the job losses as the work begins transitioning out of the Berne location. The first of the permanent job losses will be on or following May 2, 2013.

I have attached a list of the job classifications and number of employees that will be affected in each classification (Exhibit “A”). This schedule and list of job classification and employees is based on the best available information at this time.

Affected union employees have bumping rights. Union employees are represented by the Workers United Union and its chief elected local official is Tony Roosa at the Berne plant address.

Should you have any questions at any time concerning this notice, you may contact me at the above address.

Sincerely,

A handwritten signature in cursive script that reads 'Amy Tumbleson'.

Amy Tumbleson
Human Resources Manager
Phone – 260.589.7375
Fax – 260.589.7315
Email – amy.tumbleson@ficosa.com

Exhibit "A"

UNION EMPLOYEES	Union Classifications Affected									
	Current 3/4/2013	May 2, 2013			May 31, 2013			Affected	Final	
		Total	1st	2nd	3rd	1st	2nd			3rd
Press Operator	29	7	7	7	8	3	2	29	0	
Mold Technician	6	1	1	1	1	1	1	6	0	
Application/Blend Specialist	10	0	0	0	0	10	0	10	0	
Paint System Support	15	0	0	0	0	15	0	15	0	
Paint Technician	2	0	0	0	0	2	0	2	0	
Paint Custodial Maintenance	3	0	0	0	0	0	3	3	0	
Service Products Assembler	44	34	0	0	0	10	0	44	0	
Maintenance	4	0	0	0	0	4	0	4	0	
Material Handler	3	0	0	0	0	3	0	3	0	
Shipping/Receiving Specialist	1	0	0	0	0	1	0	1	0	
QA Inspection Technician	1	0	0	0	0	1	0	1	0	
Tool Room Assistant	1	0	0	0	0	1	0	1	0	
Janitor	1	0	0	0	0	1	0	1	0	

Between 3/4/13 and 5/2/13, there will be internal movement between classifications to cover production needs.

Totals by Date
 120 59 5/2/13
 61 5/31/13
 120 Total

Salaried Employees	Current	# Affected 5/31/13	Final
	17	17	0