



IU Health Physicians

September 30, 2013

VIA OVERNIGHT MAIL

Office of the Mayor

Gregory A. Ballard

2501 City-County Bldg.

200 E. Washington Street

Indianapolis, IN 46204



Indiana Department of Workforce Development

Dislocated Worker Unit

10 North Senate Avenue

Indianapolis, IN 46204-2277

RE: Notice of Pending Workforce Reduction

We are providing this notice pursuant to the Federal Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires employers to give official notice to certain state and local government units or officials of pending mass layoffs. Although IU Health Physicians does not admit, by providing this notice, that Federal WARN Act notice requirements apply to this particular employment action, we are providing this notice, as well as individual notices of pending termination of employment to the affected employees, in an abundance of caution.

Earlier this year, IU Health Physicians, 340 W. 10th Street, Fairbanks Hall, Suite 5100, Indianapolis, IN 46202 (with clinical and administrative locations throughout the Indianapolis metropolitan area), determined that in order to meet the needs of our patients and to align with changes in the health care delivery system, we must reduce staffing.

In total, we anticipate that beginning December 1, 2013 and ending no later than December 11, 2013, we will permanently lay off approximately eleven (11) employees. The affected employees will not have “bumping rights” into positions that are not being eliminated. None of these employees is a member of a collective bargaining unit.

IU Health Physicians intends to offer severance benefits and transition programs (including outplacement services) to affected employees. It is our hope that these programs will lessen the impact of the layoff on individual employees and on the community as a whole. Should you have any questions, please contact me at (317) 963-3659 or abates@iuhealth.org. Alternatively, you may contact Terri Christopher, Manager of HR Services, Talent Development and Employee Relations, at (317) 963-3665 or tchristo@iuhealth.org.

Sincerely,

/s/ Amanda Bates
Executive Director of Human Resources
IU Health Physicians

CC: File