



June 24, 2020

Via Email with Read Receipt and First-Class Mail

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Program Director, Rapid Response
Department of Workforce Development
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Andrew Klinger
Town Manager
Town of Plainfield
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Plainfield, IN 46168
aklinger@town.plainfield.in.us

Re: Announcement of Planned Action

Dear Recipients:

I am writing on behalf of ADESA Indianapolis, LLC (“ADESA”) and Automotive Finance Corporation (“AFC”) (collectively, “Company”) to give you notice that there will be a layoff at the ADESA/AFC Indianapolis facility, where ADESA and AFC are co-located at 2950 E Main Street, Plainfield, Indiana 46168, on August 1, 2020. This layoff is expected to be permanent.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. There is no anticipated schedule for job losses subsequent to the August 1, 2020 layoff. There will not be bumping rights for the affected employees.

We are taking this action because of COVID-19 related business circumstances that were not reasonably foreseeable. We did not foresee how significantly and for how long a time the epidemic and related governmental lockdown orders would impact our business. Nor did we foresee that these events would gravely impact our business not merely for a short period, but now for the foreseeable future. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented circumstances. We would like to have given you more notice of this action but were unable to do so due to these circumstances caused by the novel coronavirus epidemic national disaster and national emergency.

A federal law called the Worker Adjustment Retraining and Notification Act, or WARN, requires large employers to give advance notice of certain reductions in force. Although it is not clear whether these reductions in force trigger the requirements of WARN, we thought it appropriate to provide this advance notice to you.

The following is a list of the job positions and number of individuals who will be affected:

2950 E Main St, Plainfield IN 46168

Job Title	# of Employees
Driver, Sale Day	12
Clerk Block Daily	2
Clerk Mechanical Shop II	1
Custodian	1
Clerk Front Office I	1
Detailer PP	7
Maintenance Tech	1
Paint Technician PP	1
Sales Support Coordinator	1
Account Administrator III Factory	1
Lot Specialist	1
Driver, Wrecker Rollback	1
Finish Technician II	1
Refinish Tech I	1
Driver, Courtesy	1
Clerk Transportation II	1
Quality Process Lead II	1
Finish Tech	1
Driver, Lot	1
Driver, Service Truck	1
Clerk	1
Mgr Operations	1
Mechanical Services and Arbitration Manager	1
Asst Controller	1
Account Supv II	1
Asst General Mgr I	1
Mgr Detail Shop II	1
Office Supervisor	1
Dealer Service Specialist I	1
Dealer Sales Manager	1

If you have any questions or want additional information concerning this matter, please contact Marty Nowlin, Senior VP Human Resources, at (317) 843-3167.

Sincerely,

 Kathy Hopkins, General Manager ADESA Indianapolis