



April 30, 2026

Indiana Department of Workforce Development

Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204
Email: warn-notice@dwd.in.gov

Re: WARN Act Notice of Mass Layoff – CICOA Aging & In-Home Solutions

To Whom It May Concern:

This letter serves as notice from CICOA Aging & In-Home Solutions (“CICOA”) pursuant to the federal Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 et seq., regarding an upcoming mass layoff affecting employees in Indianapolis, Indiana.

Employer Information

Employer: CICOA Aging & In-Home Solutions
Address: 8440 Woodfield Crossing, Indianapolis, IN. 46240
Primary Contact:
Peter Bisbecos, General Counsel
Email: pbisbecos@cicoa.org

Nature of the Employment Action

As a result of the Indiana Family and Social Services Administration’s decision not to continue CICOA as a case management provider, CICOA has experienced a loss of government funding and must implement a mass layoff.

Employment Site

The affected employees work at CICOA facilities located in Indianapolis / Marion County, Indiana.

Number of Affected Employees

- Total number of affected employees: Approximately 90

Timing of Layoffs

- Expected date of first employment loss: on or about May 15, 2026
- All employment losses expected to occur by: July 31, 2026



Permanency of the Layoffs

The employment losses are expected to be permanent, with no bumping, transfer, or displacement rights.

Union Representation

The affected employees are not represented by a labor organization. Please contact the undersigned if additional information is required.

Sincerely,

Peter Bisbecos
General Counsel
CICOA Aging & In-Home Solutions

PB:sbw