

July 2, 2020

Indiana Department of Workforce Development
Workforce Transition Unit, SE311
10 North Senate Avenue
Indianapolis, IN 46204-2277

Re: Heritage Food Service Group, LLC Mass Layoff – Fort Wayne, IN Facility

To whom it may concern:

This notice is being provided pursuant to regulations contained in the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires affected employers to provide notice to certain government units or officials of a pending mass layoff or permanent closure and is intended to provide the best information available to Heritage Food Service Group, LLC (“Heritage”) at this time. Should circumstances change, a representative of Heritage will provide you an updated notice.

This notice is to advise you that between September 04, 2020 and December 31, 2020, Heritage Food Service Group, LLC will conduct a series of permanent layoffs. These layoffs are the result of a reorganization due to the recent acquisition of Heritage by an affiliate of Parts Town, LLC which has resulted in a need for significantly reduced distribution capabilities at our Fort Wayne location (5130 Executive Boulevard, Fort Wayne, IN 46808). Eighty-six employees are expected to be impacted as a result of this reorganization during this timeframe. A list of the affected positions is enclosed. The layoffs will be permanent, and no bumping rights exist.

Affected employees will be paid all earned wages, severance, applicable bonuses, and have been extended outplacement support.

As we bring our two innovative companies together and assess the needs of our combined organization, we will continue to have team members across multiple locations. We will maintain a significant presence in Fort Wayne, as our customer service team will retain a strong presence here. We anticipate growing our presence in Fort Wayne order to meet our aggressive growth goals. We are committed to working with the City of Fort Wayne and Allen County as business partners and sources of talent — creating new jobs and opportunities for great people. We are proud to be a part of this community and are invested in its success.

For further information regarding this matter, please feel free to contact me at (800) 438-8898.

Genuinely,

Chelsea Fitzpatrick
Vice President, Talent & Culture

Affected Positions

<u>Position</u>	<u>Number of Affected Employees</u>
Accounts Payable Specialist	6
Director, Purchasing & Inventory Control	1
Distribution Center Specialist	42
Inventory Control Specialist	4
Manager, Accounting	1
Manager, Accounts Receivable	1
Manager, Product Data	1
Manager, Purchasing	1
Product Data Analyst	4
Purchasing Specialist	7
Returns & Warranty Specialist	4
Senior Distribution Center Specialist	9
Staff Accountant	1
Team Lead, Distribution Center	4