



July 24, 2020

Indiana Department of Workforce Development
Dislocated Worker Unit, SE311
10 North Senate Avenue
Indianapolis, IN 46204
warn-notice@dwd.in.gov

RE: Notice of Furloughs at the Indianapolis Symphony Orchestra/Indiana Symphony Society, Inc. Located at 32 E. Washington Street, Suite 600 Indianapolis, IN 47204.

To Whom It May Concern:

Beginning on June 8, 2020, we furloughed a significant portion of our valued employees for the remainder of the 2019-20 season, which ends on September 6, 2020. The move impacted our musicians, stagehands, and some administrative employees. At the time of these furloughs, the COVID-19 infection rates and number of individuals who tested positive for the virus were trending downward and we had every reason to believe we would commence the 2020-21 season on September 7, 2020 without the need to furlough additional employees and thereby ending the furlough of those previously laid off. Unfortunately, the impact and trends of COVID-19 have taken an unexpected turn for the worse, as has the economic situation and financial picture of the ISO. Regrettably, having been recently confronted with these unfortunate trends and developments, the ISO does not foresee any way that it could responsibly present a 2020-21 season under the circumstances (either from a health and safety standpoint or from fulfilling the corresponding financial commitments in a time when revenue is projected to be at historical lows). As a result, we are sending this letter to inform you that the furloughs are now being extended and additional employees will be laid off. It is anticipated that 111 employees will be impacted by the furloughs.

Although the circumstances leading to this letter were unforeseen and outside the ISO's control, we regret the hardships associated with this pandemic and these latest developments.

Certain affected employees are represented by the Indianapolis Musician's Association, Local 3, American Federation of Musicians, and other affected employees are represented by the IATSE Local 30 - Stagehands. Martin Hodapp is the President of the Indianapolis Musician's Association, Local 3, American Federation of Musicians and can be contacted at the following address: 325 N. Delaware St., Indianapolis, IN 46204. Brian Mulry is the President of IATSE Local 30 - Stagehands and can be contacted at the following address: 1407 E. Riverside Dr., Indianapolis, IN 46202.

Krzysztof Urbański MUSIC DIRECTOR Jack Everly PRINCIPAL POPS CONDUCTOR James M. Johnson CEO

For further questions and information, please contact me at (317) 231-6757 or lbaysinger@indianapolissymphony.org.

Sincerely,

Larry Baysinger
VP of Human Resources