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March 10, 2026

VIA Employer Portal
Indiana Department of Workforce Development
Indiana Government Center South
10 North Senate Avenue
Indianapolis, IN 46204

Re: WARN Notice of Plant Closure

To Whom it May Concern:

This letter is to inform you that, due to declining sales, current and projected business needs, and business priorities, Kem Krest, LLC has provided notice to 77 of employees at the Company's Carmel, Indiana facility that the facility will be permanently closed, resulting in an employment loss.

In accordance with the requirements of the Worker Adjustment and Retraining Notification Act (WARN), we are providing the following information concerning the plant closure:

1. The Employment Site: 1000 E 116th Street, Carmel, Indiana 46032
2. Duration of Plant Closing: It is anticipated that the shutdown of the Carmel, Indiana facility will be permanent.
3. Separation Date(s): The plant closing is expected not to begin before May 9, 2026, and continue through August 31, 2026, with terminations occurring on a staggered basis.
4. Affected Job Titles: The following departments, positions, and employees will be affected by the closing:

Department	Job Title	Number of Employees Impacted
Account Management	Account Manager	1
	Customer Service Representative	1
Supply Chain	Inventory Planner	3
Operations	Assembly Associate	18
	Cycle Counter Associate	3
	Engineer	3
	Kitting Associate	21

	Operations Associate Director	1
	Operations Associate Manager	1
	Operations Supervisor	2
	Production Maintenance Technician	1
	Quality Engineer	2
	Quality Inspector	3
	Scheduler	1
	Team Lead	4
	Warehouse Associate	10
IT	Network Associate Administrator	1
Finance	Site Controller	1

5. Bumping Rights: No bumping rights are available to affected employees. Employees at the Carmel, Indiana facility are not represented for purposes of collective bargaining by any labor organization.

Please feel free to contact me directly if you need additional information.

Sincerely,

Sarah Barnhart

Chief People and Transformation Officer