



VIA EMAIL AND OVERNIGHT DELIVERY

October 30, 2023

Indiana Department of Workforce Development Workforce Transition Unit
SE308 10 North Senate Avenue
Indianapolis, IN 46204-2277
warn-notice@dwd.in.gov

Mayor Dan Ridenour
300 N High St
Muncie, IN 47305
mayor@muncie.in.gov

Re: Workers Adjustment and Retraining Notification Act (“WARN”)

Dear Director Gatlin and Mayor Ridenour:

The undersigned is HR Associate Manager for PepsiCo, Inc. (“PepsiCo”). This letter constitutes written notice to you pursuant to the WARN Act and/or applicable Indiana state or local laws with respect to plant closings and reductions in operations, that PepsiCo, Inc. will be discontinuing its management and operation of the facility it currently operates at:

Pepsi Beverages Company in Muncie
2901 N Walnut St
Muncie IN, 47303

At present, PepsiCo employs approximately 101 individuals at this location. Many individuals employed by PepsiCo at this location are represented for purposes of collective bargaining by Teamsters Local 135, affiliated with the International Brotherhood of Teamsters (“Union”). The contact information for the elected officer of this Union is: Jesse Mikesell Business Agent, Teamsters Local Union #135 2829 Madison Avenue, Indianapolis, IN 46225.

Effective December 31, 2023, PepsiCo, Inc. will be discontinuing its management and operation of the facility. As a result, individuals identified on the attached Exhibit A will be permanently laid off by PepsiCo. These affected employees will be paid wages and benefits through their last day of employment with PepsiCo, Inc. Any retirement and group insurance benefits to which employees are entitled will be provided in accordance with the terms of the applicable employee benefit plans.

We are providing information to affected employees about other openings and actively working to place them at other nearby facilities. Currently, PepsiCo does have a contract with Teamsters Local 135 that would afford the impacted union workers bidding rights. Any bidding rights available to



bargaining unit members will be governed by the applicable collective bargaining agreement provisions.

If you have additional questions, please contact Katey Tedeschi at (260) 205-0603 or Katelyn.tedeschi@pepsico.com.

Sincerely,

Katey Tedeschi

HR Associate Manager

Enclosures: (list of job titles to be affected, number of affected employees in each job title, and anticipated layoff dates)



EXHIBIT A

Job Title	No. of Employees	Date of Separation
Warehouse Person	17	12/31/23
Driver	14	12/31/23
Forklift Operator	4	12/31/23
Mechanic	2	12/31/23
Associate Admin Assistant	1	12/31/23
Sales Manager	1	12/31/23
Checker	2	12/31/23
SC Ops Assoc Supervisor	1	12/31/23
SC Ops Assoc Leader	1	12/31/23
SC Coordinator	1	12/31/23
Reset Specialist	1	12/31/23