



April 3, 2020

Via email to: warn-notice@dwd.in.gov

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

Via email to: michael.wright@vigocounty.in.gov

Vigo County Government Center
Board of Commissioner/County Attorney
650 South 1st Street
Terre Haute, IN 47807

Via email to: kylissa.miller@vigocounty.in.gov

Vigo County Government Center
County Counsel
127 Oak Street
Terre Haute, IN 47807

Via email to: legal@terrehaute.in.gov

City of Terre Haute- Legal Department
17 Harding Avenue, 2nd floor
Terre Haute, IN 47807

Re: Notification of Facility Closings and Employment Separation – WARN Act Notice

Dear Sir and Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Plycem USA LLC d/b/a Allura will implement layoffs at its facility located at 1001 West Industrial Drive, Terre Haute, IN 47802. All laid off employees will be separated between April 3, 2020 to June 2, 2020. This action will affect 83 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government, and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.



Nevertheless, in lieu of providing 60 days' notice, the Company will provide pay and benefits to employees from their separation date through June 2, 2020. All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information regarding this matter, you may contact Gilberto Flores, VP of Human Resources at 713-417-6367.

Sincerely,

Gilberto Flores
VP of Human Resources
Plycem USA LLC

CC:

Eddie Felling, City Attorney, City of Terre Haute (via email)
Molly Meeks, Paralegal, City of Terre Haute (via email)
Kristy Seliger, HR/Legal Administrator, City of Terre Haute (via email)

SCHEDULE 1

<u>List of Positions Affected</u>	<u>Number of Affected Employees</u>
Autoclave Operator	5
Automation Engineer	1
Batch Plant Operator	2
Depiler Operator	4
Environmental and Safety Manager	1
Human Resources Manager	1
Lead Mechanic	1
Maintenance Electrician	4
Maintenance Lubricator	1
Maintenance Manager	1
Maintenance Mechanic A	3
Maintenance Mechanic B	4
Maintenance Planner	1
Plant Lead / Trainer	2
Prefinish Forklift Operator Days	1
Prefinish Inspector	1
Prefinish Intermix Specialist	1
Prefinish Lead- Days	1
Prefinish Operator	1
Prefinish Packer	1
Prime Line Supervisor	1
Primeline Bander/Stacker Nights	1
Primeline Bander/Stacker Operator	7
Primeline Inspector	4
Primeline Lead-Days	2
Primeline Lead-Nights	2
Primeline Operator	2
Primeline Operator (Coater)- Nights	1
Primeline Pre-Inspector	2
Primeline Shapes Utility	1
Production Manager	1
Production Planner	1
Purchasing Supervisor	3



<u>List of Positions Affected</u>	<u>Number of Affected Employees</u>
QC Technicians	3
Quality Manager	1
Raw Material Handler	2
Sheet Machine Lead-N2	2
Sheet Machine Operator	4
Storeroom Attendant	1
Waterjet/ Piler Operator	5
Total	83



SCHEDULE 2

Tentative Layoff Dates	Number of Employees Laid off
April 3, 2020	34
April 10, 2020	1
April 17, 2020	12
April 24, 2020	22
May 1, 2020	3
May 29, 2020	11
Total	83