



June 17, 2026

Indiana Department of Workforce Development

By: Email- warn-notice@dwd.in.gov

Re: WARN Notice of Layoff at SIMOS at Radial
8838 E. County Rd. 100 South, Avon, IN 46123

Dear Government Officials:

Due to circumstances beyond our control, Simos' entire operation located at 8838 E County Road 100 S, Avon, Indiana 46123 is expected to have a reduction in force due to the cessation of Simos' operations at that location and the resulting employment loss for affected Simos employees.

It is Simos's intention to attempt to place some employees at other locations with the same or more favorable working conditions.

This layoff will be permanent. Bumping rights (that is, the right to avoid termination by displacing another employee), do not exist.

Notifications to all employees occurred on June 17, 2026, verbally, via letter, email, and/or US Mail, and the expected date of separation is August 17, 2026 for all staff.

A list of the job titles affected at this time, the number of affected employees in each job title, and a schedule of separations is attached as Exhibit 1.

The information contained in this letter, including Exhibit 1, is based on the best information available to the Company at this time. If you have any questions or require further information, please contact Mark Acord, Managing Director of Rapid Workforce, mcaord@trueblue.com.

If there is any change in this information, we will update you as soon as practicable.

Sincerely,

Mark Acord
Managing Director of Rapid Workforce



Attachment (Exhibit 1)

EXHIBIT 1

Job Titles Affected	Number of Affected Employees	Date of Separation
Inbound Receiving Case	44	August 17, 2026
Outbound Receiving Case	4	August 17, 2026
Outbound CL	2	August 17, 2026
Inbound Receiving Each	36	August 17, 2026
Outbound Receiving Each	22	August 17, 2026
Equipment Operator	47	August 17, 2026
Pax Receive	6	August 17, 2026
Inbound Each Support	104	August 17, 2026
Inbound Case Support	4	August 17, 2026
Inbound Receiving Unloader	4	August 17, 2026
Outbound AU	1	August 17, 2026
Inbound AU	1	August 17, 2026
Outbound Shipping Loader	231	August 17, 2026
Lead	17	August 17, 2026
Trash	4	August 17, 2026
Problem Solve	21	August 17, 2026
Outbound Sorter Case	4	August 17, 2026
Outbound Sorter Each	22	August 17, 2026