



Indiana Department of Workforce Development
Workforce Transition Unit, SE308
10 North Senate Avenue
Indianapolis, IN 46204-2277

May 28, 2021

Re: Steel Parts Manufacturing Inc. WARN Act Notice

To Whom It May Concern:

In compliance with the Worker Adjustment and Retraining Notification (WARN) Act of 1988, this letter serves to notify you that Steel Parts Manufacturing Inc. (the "Company"), located at 801 Berryman Pike, Tipton, 46072, will be engaging in a mass layoff due to unfavorable business circumstances beyond our control. The layoff is expected to affect 107 hourly and salaried employees, with terminations scheduled to take place during the first two weeks of August 2021.

The list of impacted employees and their respective job titles is enclosed. All affected non-bargaining-unit employees have been notified individually and all affected union-represented employees have been notified through their union representative, the United Steelworkers, AFL-CIO-CLC, Local 3875 (the "Union"), of their date of separation from the Company, which we expect to be permanent in nature.

There will not be any bumping rights for non-represented employees; and bumping rights of the union-represented workers will be as governed by the terms and conditions of the collective bargaining agreement presently in effect between the Company and the Union and any subsequent agreement reached between the parties concerning the layoffs. Contact information for the employees' union representative is as follows:

Markeya McDaniel
United Steelworkers
Staff Representative
District 7 Sub 3
9402 Uptown Drive Suite 600
Indianapolis, IN 46256

Should you have any questions or need additional information concerning this indefinite layoff, please let me know.

Sincerely,

A handwritten signature in blue ink that reads "Michael Smith".

Michael Smith
Human Resources Manager
Steel Parts Manufacturing Inc.
801 Berryman Pike
Tipton, IN 46072
Direct: 765-675-5236
Cell: 765-437-3848