



4231 Balboa Ave #1109
San Diego, CA 92117
FEIN: 81-5485307

June 17, 2026

To: Indiana Department of Workforce Development via email: warn-notice@dwd.in.gov
Avon Town Council President, Dawn Lowden, via email: dlowden@avonindiana.gov

RE: Notice of Mass Layoff Under the Worker Adjustment and Retraining Notification (WARN) Act

Dear Public Officials,

This letter serves as official notice under the federal Worker Adjustment and Retraining Notification (WARN) Act. The information below is based on the best information currently available to us, but may change due to subsequent events beyond our control.

humano's entire operational unit located at **8838 E County Road 100 S, Avon, Indiana 46123**, within a facility operated by Radial LLC, is expected to **permanently cease operations** on or about **August 17, 2026**, due to the termination of Radial's contract with one of its customers. This notice applies only to humano's operations and employees at this location. The facility itself will remain open and continue operating under Radial LLC, as other customer operations are unaffected.

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

There are 586 employees that will be affected. The job titles and number of affected employees in each job category are listed below:

Job Titles of Affected Positions	Number of Affected Employees
Freight Handler	556
Clerk	8
Janitor	10
Supervisor	10
Manager	2

No applicable bumping rights exist in connection with this facility layoff, and no Union is in place. All affected employees have been provided a WARN letter, which included details about the Indiana Department of Workforce Development and available resources for their transition.

As permitted by 20 C.F.R. § 639.7(f), the Company maintains other information required by 20 C.F.R. § 639.7(e) on site and readily accessible.

Please contact Sarah O'Neill, VP of HR & Administration, at 858-221-2988 should you need additional information.

Sincerely,

Sarah O'Neill
VP of HR & Administration, humano LLC
858-221-2988