

November 18, 2021

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To Whom It May Concern:

Kauffman Engineering, LLC (“Kauffman”) is providing this notice pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (“WARN”), 29 USC § 2101 *et seq.*

Due to the ongoing economic impact of the supply chain and labor disruption brought about by the COVID-19 (coronavirus) pandemic, Kauffman is implementing measures to ensure its financial stability. The current pandemic situation has impacted Kauffman’s business significantly.

Effective January 21, 2022, Kauffman is moving forward with reducing the current labor force, and, as a result, will be permanently closing its Lebanon, Indiana facilities located at 701 Ransdell Road, Lebanon, IN 46052, and 202 Mt. Zion Road, Lebanon, IN 46052.

These facilities currently employ 62 full-time employees. It is expected that all 47 employees will be permanently laid off on January 21, 2022. Another 11 employees will be laid off on March 18, 2022. Four employees will be offered internal positions within the company. Kauffman expects that the closing of the facilities and layoffs will be permanent.

Affected departments and numbers are as follows:

Back Assembly	8
Clerical	1
Front Assembly	6
Molding	2
Plt1 Labor	6
QC/Final Inspection	3
Salaries – Overhead	2
Setup	2
Shipping/Receiving	6
Solders	2
Supervisors	4
Terminating	15
Wire Cutting	6

There are no active union participants within the facility and there are no applicable bumping rights.

For further information please contact the following:

Karyn Oyler, Vice President of HR and Administration (765) 483-4903