

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

[warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov)

*sent via email*

Valparaiso, 8 April 2020

**Re: WARN Notice**

Dear Mr. Handberg:

Please be advised that as a result of the unforeseen circumstances associated with the COVID-19 pandemic and the declaration of National Emergency, Agrati, Inc. ("Agrati") announced a permanent lay-off of 9 employees and a temporary furlough of 42 employees at its Valparaiso (IN) location (4001 Redbow Drive, Valparaiso – IN 46383). Agrati's Federal Employer Identification Number is 47-1297832.

The first separation date will be 13 April 2020 and additional employees may be laid off in the weeks that follow. Given the timing of the Michigan Gov. E.J. Holcomb's Stay at Home Order issued on March 23, 2020, Agrati was unable to give the 60-day notice period required by the Worker Adjustment and Retraining Notification Act ("WARN").

As you know, there is considerable uncertainty regarding the timing of the recovery from the COVID-19 pandemic generally and in the automotive industry specifically. Accordingly, Agrati is providing this notice in an abundance of caution to comply with the WARN, which requires employers to give official notice to affected employees of a pending mass layoff.

At the present time, Agrati anticipates that the furlough will last less than six months. If Agrati determines that the furlough will exceed six months or become permanent, it will issue appropriate notice under WARN.

No union represents the affected Company employees. There are no bumping rights applicable.

A list of the affected job titles and number of employees per classification is attached.

For further information regarding this matter please contact our HR Manager:

Ms. Kimberlee Gibson ([kymberlee.gibson@agrati.com](mailto:kymberlee.gibson@agrati.com) – 330-721-6358)

Sincerely,



Ashi Uppal  
CEO

cc: Mayor Matt Murphy  
166 Lincolnway  
Valparaiso, IN 46383  
*sent via e-mail:* [mayormurphy@valpo.us](mailto:mayormurphy@valpo.us)