



August 15, 2018

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204
warn-notice@dwd.in.gov

Re: Termination of Job Site at 6648 South Perimeter Road, Indianapolis, Indiana 46241

Dear Sir or Madam,

This notice is being provided pursuant to regulations contained in the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires affected employers to provide notice to certain employees of a pending mass layoff or permanent closure.

We regret to inform you that on September 30, 2018 Andy Frain Services, Inc. will be permanently closing its security operations at the FedEx facility known as the Indy Hub and which is located at 6648 South Perimeter Road, Indianapolis, Indiana 46241. The closure of Andy Frain Services' security operations at the FedEx Indy Hub facility is due to the unexpected and sudden termination of Andy Frain Services' contract with FedEx for security services at this location. The company expects to begin eliminating positions during the week prior to September 30, 2018.

As a result of this unexpected circumstance, the number of Andy Frain Services positions being eliminated at the FedEx Indy Hub is 148. The positions affected positions include all Licensed Security Guards and Supervisors assigned to the subject location. We wish to note, however, that the Andy Frain Services' security operations are being replaced by an incoming security vendor *at the same site* which intends to replace the positions eliminated by Andy Frain Services and *in many cases may hire Andy Frain Services' employees*. Therefore, the facility as a whole is not closing and while the jobs at Andy Frain Services are being eliminated, the jobs will continue to exist at the site, but with a different company which in many cases, per their communications to us, *will likely hire the same qualified staff members*.

While affected employees do not have internal transfer or bumping rights at Andy Frain Services, we have authorized the incoming security provider at the FedEx Indy Hub facility that it may contact our employees regarding potential continued employment at the Indy Hub with the new security provider.

The termination notice received from FedEx did not permit Andy Frain Services to provide the full sixty (60) days required by applicable law. The termination of the Andy Frain Services contract was not reasonably foreseeable at that time. However, Andy Frain Services has

undertaken good faith efforts to notify its affected employees as soon as practical once Andy Frain Services learned of the contract termination and determined that the WARN Act may apply.

The affected employees are not represented by a union. For further information, please contact Andy Frain Services' Human Resources at (630) 820-3820.

Sincerely,

James Stephenson

General Counsel

Andy Frain Services, Inc.