



September 4, 2019

By Electronic Mail/Facsimile

The Honorable Dave Wood, Mayor
600 E. Third Street
Mishawaka, IN 46544

The Honorable Ryan Dvorak, Representative
200 N. Washington Street
Indianapolis, IN 46204

The Honorable David Niezgodski, Senator
200 N. Washington Street
Indianapolis, IN 46204

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

Re: Worker Adjustment and Retraining Notification Act Notice

To Whom It May Concern:

Bayer U.S. LLC hereby provides notice to you in accordance with the Worker Adjustment and Retraining Notification Act (WARN), 29 U.S.C. § 2101 *et seq.*, that it will conduct a permanent site closing impacting its Edison Lakes site located at 3930 Edison Lakes Pkwy, Mishawaka, IN 46545.

Section 7 of WARN states:

It is the sense of Congress that an employer who is not required to comply with the notice requirements of WARN should, to the extent

possible, provide notice to its employees about a proposal to close a plant or permanently reduce its workforce.

The Department of Labor regulations that accompany this statute also “encourage[] employers to give notice in all circumstances...” Consistent with that sense of Congress and the Department of Labor, this notice is being sent to you at this time.

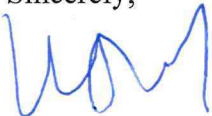
The Edison Lakes site closing was announced February 19, 2019, with an anticipated completion period of 18 months.

Please note that anticipated employment terminations are the result of the already announced events stated above as opposed to additional employment losses. Please also note that impacted employees at the site who are willing to relocate may have opportunities for continued employment at other Bayer locations, including headquarter locations in Creve Coeur, Missouri and Whippany, NJ.

The employment terminations are expected to begin within the 14-day period beginning on November 8, 2019. The total number of employees expected to be impacted at this site is 172. The exact number of employment terminations cannot be stated at this time, however, because of the relocation opportunities stated in the preceding paragraph. All impacted employees will be given a minimum of 60 days advance notice. The employees are not represented by a union and no bumping rights exist.

If you have any questions or require additional information, please contact me at 412-777-8304 or william.klemick@bayer.com.

Sincerely,



William Klemick

cc: Beth Ferrick, Vice President, Human Resources