



April 1, 2020

Submitted via email

Indiana Department of Workforce Development
Dislocated Worker Unit, SE311
10 North Senate Avenue
Indianapolis, IN 46204-2277
Email: warn-notice@dwd.in.gov

RE: Temporary Mass Lay Off for Busche Performance Group, Inc.

Dear Indiana Department of Workforce Development:

On March 26, 2020, Busche Performance Group, Inc. on behalf of itself and its affiliated and subsidiary companies, (collectively, the "Company") submitted notification (the "initial notice") of a temporary mass lay off at facilities located in Franklin, Avilla, and Albion, Indiana. The temporary layoffs were due to the unprecedented circumstances caused by the COVID-19 pandemic which precipitated production stoppages by our customers to prevent the spread of COVID-19. This is the Company's revision of that initial notice.

In the initial notice, employees were told that the temporary layoffs would end on March 31, 2020. But due to the fluid nature of the impact of COVID-19, the Company also noted the possibility of the layoff being extended. Indeed, various government authorities have issued orders causing further restrictions impacting our the manufacturing supply chain upon which our business depends.

The purpose of this letter is to provide notification that a portion of the employee layoffs in our initial notice may be temporary or indefinite depending upon government orders related to preventing the spread of COVID-19. Employees have been notified on April 24, 2020 of the extension of the layoff period and the potential for layoffs for an indefinite duration. The following information is also relevant to this revised notice:

- A total of approximately 450 employees are affected. Upon request, a site-specific list of positions and number of employees impacted can be provided.
- The affected sites:

<i>Site</i>	<i>No. of affected employees</i>
Busche Aluminum Technologies (Indiana), Inc. 1450 Commerce Parkway	93

Franklin, IN 46131	
Busche Performance Group, Inc. 100 Progress Way West Avilla, IN 46701	92
Busche Performance Group, Inc. 1563 E. State Rd. 8 Albion, IN 46701	263

- Busche Performance Group is non-union, and employees do not have bumping rights.
- No severance pay was provided.

Insurance benefits will continue to be paid on their behalf during through April 17, 2020. We will recoup employees' portion of the premiums over a period of time when they return to work. Employees are not able to utilize their available vacation time, however if an employee's layoff becomes permanent, their accrued but unused paid time off (PTO) will be paid out in accordance with the Company's policies.

In the initial notice, employees were notified they can file for Unemployment Insurance benefits online, using a computer or smart phone at www.in.gov; and were provided the link for filing, tutorials, the handbook, and FAQ's. If you have questions or need additional information, please contact me at (248)200-6690 or via email at kbrown@buschegroup.com.

Sincerely,

Kayla Brown

Human Resources Director

cc: Mayor Steve Barnett; Mayor Dave Atchinson; Mayor W. SuzAnne Handshoe