

CARDINAL METAL FINISHING, LLC

1500 E. Murden St. | Kokomo | IN | 46901

P: (317) 897-2170

www.CardinalMetalFinishing.com

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WARN NOTICE

VIA FEDERAL EXPRESS

September 27, 2018

The Honorable Greg Goodnight
Mayor of Kokomo, Indiana
100 S Union Street
Kokomo, Indiana 46901

Indiana department of Workforce Development
Dislocated Worker unit
10 Senate Avenue
Indianapolis, Indiana 46204-2277

Re: WARN NOTICE

Dear State Dislocated Worker Agency/Mayor Goodnight:

This letter is to inform you that, based on the decision of a key customer to source our products from another vendor, Cardinal Metal Finishing, LLC (the "Company") has lost a significant amount of business and has undertaken a reduction in force at its facility located at 1500 E Murden Street, Kokomo, Indiana.

The Company will be eliminating 79 positions at the Kokomo facility and terminating the employment of the employees holding those positions, effective September 26. Attached is a list of the affected job classifications at the Kokomo facility and the number of affected employees within each classification.

The affected employees will not have any "bumping" rights and are not represented by a union. Should the Company experience sufficiently increased business in the future, these employees may be considered for rehire. At the present time, however, the Company cannot determine when it may recall any workers.

This notice is being given to you pursuant to the federal Worker Adjustment and Retraining Notification Act of 1988 ("WARN"). Because this reduction in force was caused by unforeseeable business circumstances, the Company was unable to provide greater advance notice.

If you have any questions, please contact Michelle Owens at (317) 897-2170 x 626.

Yours truly,



Mel Rachal

President & CEO

Cardinal Metal Finishing, LLC

Attachment: Positions & Affected Employees