



May 19, 2020

Via First-Class Mail

The Honorable Dan Rienour
Muncie City Hall
3rd Floor
300 North High Street
Muncie, Indiana 47305

Ashley Gatlin
Program Director, Rapid Response
Department of Workforce Development
Dislocated Worker Unit, SE311
10 North Senate Avenue,
Indianapolis, Indiana 46204

Re: WARN Act Notice

Dear Mayor Rienour and Ms. Gatlin:

As you may know, on May 19, 2020 Exide Technologies (the "Company") filed a voluntary petition in the United States Bankruptcy Court for the District of Delaware (hereinafter, the "Bankruptcy Court") seeking to reorganize its business under Chapter 11 of the United States Bankruptcy Code. On May 19, 2020, the Company filed a motion with the Bankruptcy Court seeking, among other things, authority to sell all or substantially all of the Company's assets.

If the Company does not enter into an agreement with a purchaser to sell the business, the Company currently expects that it will be forced to conduct reductions-in-force or plant closings. Alternatively, if the Company does enter into an agreement with a purchaser to sell the business, the purchaser may elect not to continue to operate the business as a going concern or to offer employment to all of the Company's employees. Accordingly, we are providing you today with conditional notice under the Workers Adjustment Retraining and Notification Act of 1988 ("WARN Act") and any related state law of a potential "plant closing" or "mass layoff" that may occur during the two-week period beginning July 21, 2020 or within two weeks thereafter, with possible additional layoffs continuing thereafter at 2601 W. Mt. Pleasant Blvd., Muncie, Indiana 47302 (the "Muncie Facility"). The Company intends to supplement this notice with more specific information as the sale process unfolds and a purchaser's intentions regarding each employee's future employment become clearer.

If such a closure or mass layoff occurs, the Company expects that such actions will be

permanent and will affect the entire Muncie Facility.

The job titles and number of employees who will potentially be affected by the closure or layoffs are listed in Exhibit A, which is attached to this letter.

We have notified Brad Plank, the chief elected official of the International Brotherhood of Electrical Workers, Local 1048 of this information at the following address: 1770 S. Highway 231, Suite 7, Crawfordsville, Indiana 47933.

The Company does not have a job bumping system. That is, employees will not be able to displace more junior employees out of their job positions as a result of this closure or layoff.

If you have any questions or would like additional information concerning this matter, please contact Kevin Carpenter at (606) 375-6479.

Sincerely,

Wendy Henderson
Senior Vice President and Chief Human Resources Officer

Attachment

EXHIBIT A
Job Titles and Number of Affected Employees

Job Title	Number of Affected Employees
Accountant	1
Baghouse Operator	6
Battery Breaker	13
Battery Breaker Operator	6
Bin Room Operator	2
Buyer	1
Clerk	7
Electrician	3
Environmental Laborer	2
Environmental Lead	1
Environmental Operator	11
Environmental Operator	3
Environmental Specialist	2
Furnace Operator	17
Health and Safety Coordinator	1
Health and Safety Manager	1
Health and Safety Specialist	1
HR Coordinator	1
Human Resources Manager	1
Janitor	9
Logistics Clerk	1
Maintenance Coordinator	1
Maintenance Supervisor	3
Maintenance Technician	5
Operations & Maintenance Manager	1
Operations Supervisor	1
Plant Coordinator	1
Plant Manager	1
Plant Technical Manager	1
Production Operator	8
Production Supervisor	10
Project Engineer	2
Quality Manager	1
Refinery Operator	23
Reverb Furnace Operator	7

Job Title	Number of Affected Employees
RLS Operator	5
Shipping Supervisor	1
Technician	13
Technician Lead	1
Yard Driver	4