



**Jean C. Neel**  
**Haynes International, Inc.**  
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March 19, 2020

The Honorable Tyler O. Moore  
Mayor of the City of Kokomo, Indiana  
100 S. Union St.  
Kokomo, IN 46901

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

Dear Mayor Moore and Indiana Dislocated Worker Unit:

We sincerely regret to inform you of a temporary layoff which will affect employment at the Kokomo, Indiana facilities of Haynes International, Inc. The addresses of these facilities are 2000 W. Defenbaugh Street, Kokomo, Indiana, 46902 (the "Defenbaugh Facility") and 1020 W. Park Avenue, Kokomo, Indiana, 46904 (the "Park Avenue Facility"). This layoff is a result of the unforeseen business circumstances that have arisen from the worldwide COVID-19 pandemic, along with the sudden and unexpected resulting decline in customer orders in certain operations.

The Company currently employs a total of approximately 625 employees at the Defenbaugh Facility and approximately 140 at the Park Avenue Facility. We anticipate that the layoffs described in this letter will likely begin on or about March 22, 2020. As noted above, we currently anticipate these layoffs will be temporary; however, the nature of the situation is very fluid and we will continue to monitor developments using our best business judgment.

Pursuant to the terms of an existing collective bargaining agreement, the Company has provisions for certain "bumping rights" at the Defenbaugh Facility, but not at the Park Avenue Facility. The United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO-CLC, and its Local 2958 ("Union") represent certain classifications of employees at the Defenbaugh Facility. The Union's officers are listed below. Other details and information regarding these layoffs are maintained on-site and will be made readily accessible to you upon request.

This notice is based on the best information available at this time. Please contact me either at the address noted above or 765-456-6012 if you wish to obtain further information concerning this matter.

Yours truly,

Jean C. Neel  
Vice President – Corporate Affairs

Dave Tocco, President –Local 2958  
Lisa Pulsipher, Vice President – Local 2958

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RETURN RECEIPT REQUESTED