



August 5, 2020

Ashley Gatlin
Program Director, Rapid Response
Indiana Department of Workforce Development
Workforce Transition Unit, SE311
10 North Senate Avenue
Indianapolis, IN 46204
agatlin@dwd.in.gov

Dear Ms. Gatlin:

This notice is provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (WARN), which requires employers to give official notice to certain government units or officials of a pending mass layoff.

October 5-9, 2020, Hickory Springs Manufacturing, located at 2600 Troy Ave, New Castle, IN 47362, will permanently lay off 59 employees. The reason for the decision is unforeseen business circumstances associated with COVID-19 and its impact on HSM's financial performance and productivity at its New Castle, Indiana facility. Notice was provided to employees as soon as practicable after the decision was made that layoffs would occur. A list of the affected positions, and the number of affected employees in each position, is attached hereto.

No bumping rights exist for the employees, and no union represents employees at the New Castle facility. If you have any questions or want additional information concerning this matter, please contact please contact Darrell Bryant, VP-CHRO, at phone number: 828-328-2201.

Sincerely,

Darrell W. Bryant – Vice President, CHRO

	Affected:	Not Affected:
Assembler	12	5
Bailer	2	0
Baumer	3	2
Bonded	9	2
Driver	3	3
Fabrication	5	10
Lean Manufacturer	1	0
Line Leader	1	0
Lister	4	0
Maintainence	2	2
Parts Carrier	2	2
Pattern Saw	4	0
Saw Operator	8	17
Sewer	1	0
Shipping	2	1
Die Cutter	0	1
Horizontal Slitter	0	1
Hot Wire Saw	0	1
Laminator	0	1
Line Leader	0	1
Line Supervisor	0	1
Lister	0	1
Saw Lead	0	4
Saw Manager	0	1
shipping Lead	0	1
Verticle Slitter	0	1
	59	58