



Howmet Engine Systems

1110 E. Lincolnway
LaPorte, IN 46350 USA

September 15, 2020

To: Indiana Department of Workforce Development

RE: Notification of Layoffs at Howmet Aerospace, Laporte Operations, 1110 East Lincolnway, Laporte, IN 46350

Howmet Aerospace's Laporte, IN facility ("the Company") has unfortunately been significantly impacted by the Covid-19 pandemic. Pursuant to any requirement that may exist under the federal Work Adjustment Retraining and Notification Act ("WARN") this notice is about layoffs that we have conducted and about future layoffs that we will need to conduct.

The Company was forced to permanently lay off 115 employees between August 29, 2020 and September 2, 2020. Unfortunately, due to a recent unexpected cancellation of customer orders, we are forced to lay off another 150 employees in two phases. The first group of approximately 85 employees will be permanently laid off beginning on October 1, 2020 and ending October 5, 2020. The second group of approximately 65 employees will be permanently laid off beginning on November 4, 2020 and ending on November 9, 2020.

The Company would have liked to have given more notice of this action, but was unable to do so due to business circumstances the Company could not reasonably foresee in the form of a recent unexpected cancellation of customer orders, which caused an unexpected impact on its business operations.

As permitted by 20 C.F.R. § 639.7(f), the following information is maintained on-site and is readily accessible and available to you upon request: the anticipated schedule for making separations; the job titles of the positions to be affected, and the number of affected employees in each job classification; and an indication as to whether or not bumping rights exist.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or would like further information, you may contact Yvette Saxer-Perez, Human Resources Manager, at 219 325-7348.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andy Sickinger'.

Andy Sickinger
General Manager
Howmet Aerospace, LaPorte IN Operations