



Indiana Department of Workforce Development - Via Email

Dislocated Worker Unit, SE311
10 North Senate Avenue
Indianapolis, IN 46204-2277
Email: warn-notice@dwd.in.gov

Local Workforce Investment Board – Via Email

Employ Indy
PNC Center
101 West Washington Street
Suite 1200
Indianapolis, IN 46204

Mayor Joe Hogsett – via certified mail

City of Indianapolis
2501 City-County Building
200 East Washington Street
Indianapolis, IN 46204

April 16, 2020

Re: Announcement of Planned Action due to COVID19

To Whom it May Concern:

This letter is to notify you that Klipsch Group, Inc (“Klipsch”) furloughed the positions of 18 employees. This furlough is expected to be temporary, as it is due to COVID19 and the various Government orders and actions and closure of the Voxx International Corporation (“Voxx”) facility and affiliated company facilities, like Klipsch and Voxx and its affiliates’ inability to operate and conduct their businesses with the resultant extraordinary detrimental financial impact to Klipsch, Voxx and its affiliated entities. These are business circumstances that were not reasonably foreseeable, as more information became available, many times within minutes of previous advisories or government orders, it became apparent that the gravity of the COVID19 Virus and its impact to our State and Nation required extreme measures none of us could have predicted.

In the event that the Federal Worker Adjustment and Retraining Notification Act (“WARN”) act is applicable, we hereby provide you with the following information:

1. **Location of Facility:** 3502 Woodview Trace, Suite 200, Indianapolis, Indiana 46268.
2. **Name and Telephone number of Employer Representative and liaison with the Department of Labor:**

Klipsch Group, Inc.
c/o Voxx Shared Services
Karen O'Connell, Assistant Vice President Human Resources
180 Marcus Blvd. | Hauppauge, NY 11788
Phone: 631.436.6589 | Fax: 631.231.2968
koconnell@voxxintl.com

3. **Attached is the list with names and addresses of the affected employees and their job titles: - See Attachment A**
4. **Date of Separation: April 6, 2020**
5. **Bumping Rights:** None of the affected employees are represented by a union, and no bumping rights exist.
6. **All notices required under the Federal Warn Act have been given to both the employees and all required agencies and officials.**
7. **Notices were provided via email and mail to the employees.**
8. **Attached is the form of official furlough notice, along with the required WARN Notice given to all affected employees.**

If you have any questions or want additional information concerning this matter, please contact Karen O'Connell at (631) 436-6589 or via e-mail at koconnell@voxxintl.com.

Sincerely,



Paul Jacobs

CEO & President