



LM Corporation, Inc.

March 24, 2020

**Via U.S. Certified Mail, Return Receipt Request, and
Email (warn-notice@dwd.in.gov)**

Indiana Department of Workforce Development
Dislocated Worker Unit, SE311
10 North Senate Avenue
Indianapolis, IN 46204-2277

Re: Announcement of Planned Action

Dear Sir or Madam:

Over the last couple of weeks, governments, businesses, and individuals have been taking unprecedented actions in an effort to prevent the spread of COVID-19. These unprecedented actions include the temporary closing of businesses and limitations on travel for non-essential employees. And, recently, LM Corporation's largest customers suddenly and unexpectedly indicated that there would be a temporary decline in their shipping needs as a result of their largest customers announcing that they would be temporarily closing their manufacturing facilities across North America amid the COVID-19 outbreak.

As a result of the COVID-19 pandemic and these unforeseen business circumstances, LM Corporation will be reducing its workforce, and a number of its employees will experience layoffs, at its facility located at 416 Steury Ave. Goshen, IN 46528. The expected date of the first separation will be March 23, 2020. It is expected that the layoff will be temporary; however, the estimated duration is not known at this time. Nonetheless, it is expected that the duration of this layoff will not exceed 6 months.

All employees who are being laid off have been notified of their separation dates and that their separation is expected to be temporary. LM Corporation's employees are not represented by a union and do not have bumping rights. A list of the job positions and number of individuals who will be affected by the layoff, along with the anticipated dates for such employment separation is enclosed as Exhibit A.

This notice is intended to be consistent with the provisions of the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, et seq. ("WARN Act"). And, under normal circumstances, the WARN Act contemplates 60 days advance notice of a mass layoff. However, LM Corporation could not provide notice of its layoff that far in advance due to the COVID-19 national disaster and the above-described unforeseen business circumstances.

If you have any questions or need further information concerning this matter, you may contact Donna L. Reglein, Director of Human Resources, at (574) 533-3128 ext. 336.

Sincerely,

LM CORPORATION

Donna L. Reglein

EXHIBIT A

Anticipated Employment Separation Date	Job Titles of Affected Positions	Number of Employees Affected in Each Job Classification
03/23/20	Truck Driver	10