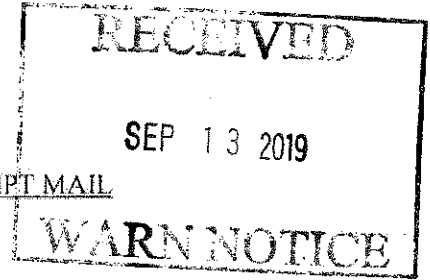




WORLD HEADQUARTERS
1516 MIDDLEBURY STREET
ELKHART, IN 46516-4740

P: 574.295.3000
F: 574.295.3307



September 12, 2019

VIA ELECTRONIC MAIL AND CERTIFIED RETURN RECEIPT MAIL

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277
Email: warn-notice@dwd.in.gov

Re: Notification Under the Worker Adjustment and Retraining Notification Act

Dear Sir or Madam:

This letter is a follow up to the May 16, 2019 notice pursuant to the Workers Adjustment and Retraining Notification Act, 29 U.S.C. 2102 *et seq.* ("WARN Act") regarding NIBCO INC. ("NIBCO") and its Charlestown plant, located at 105 Quality Court, Charlestown, Indiana 47111. It is still expected that all 97 employees at the Charlestown plant will be permanently separated, relocated within NIBCO, or hired by Viking Group to work at the plant.

The expected dates of the next phase of separations will be November 14 and November 15, 2019. The next round of separations will affect the following 5 employees on November 14 and 2 employees on November 15 by job title.

| Job Title | Employee Count |
|--------------------------|----------------|
| November 14, 2019 | |
| Team Lead | 2 |
| Set Up Operator | 1 |
| Machinist | 1 |
| Maintenance Mechanic | 1 |
| November 15, 2019 | |
| Materials Manager | 1 |
| Shipping Team Member | 1 |

There are no bumping rights applicable to these employees, and none of the affected employees are represented by a union. The separation will be permanent.

As additional phases occur, we will continue to provide affected employees and officials with any notices and updates required by the WARN Act.

This notice is based on the best information available at this time. Please contact me at the address noted above or by telephone at (574) 523-3646 if you wish to obtain further information concerning this matter.

Sincerely yours,

Mary DeVous
Director Corporate Human Resources
NIBCO INC.

cc: The Honorable Mayor Bob Hall (via Email and Certified Mail)

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