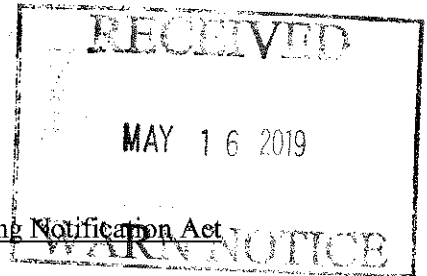


May 16, 2019

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 contains information 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.


Due to the sale of NIBCO's BlazeMaster product line and its Charlestown plant to Viking Group, NIBCO plans to permanently close its entire Charlestown plant operations. We do not yet know the date on which the plant closure will be complete, as we expect it to proceed gradually and in phases as Viking develops its own operations; however, we anticipate that eventually all 97 Charlestown plant employees will be permanently separated, relocated within NIBCO, or hired by Viking Group to work at the plant. While we have not determined that WARN is applicable, we are providing this notice in the event WARN is deemed to apply.

The first phase of separations is set to occur on July 19, 2019. The first phase will affect 39 employees. The specific job titles of the employees affected in the first phase, as well as the number of employees in each position, are listed on the attached document. There are no bumping rights applicable to these employees, and none of the affected employees are represented by a union.

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,

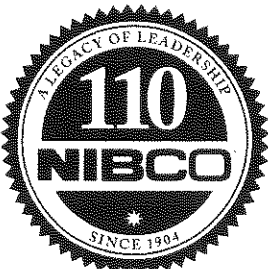

Mary DeVous
Director Corporate Human Resources
NIBCO INC.

Enclosure

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



www.nibco.com



Affected Job Titles & Employee Count

| Job Title | Employee Count |
|------------------------------|-----------------------|
| Assembly | 5 |
| Process Engineering Manager | 1 |
| Manufacturing Coordinator | 1 |
| Manufacturing Engineer | 1 |
| Engineering Manager | 1 |
| Maintenance Mechanic | 3 |
| QC Technician | 1 |
| Machine Operator | 10 |
| Machinist – Tool Room | 2 |
| Mold Set Up | 2 |
| Packer | 1 |
| Quality Assurance Technician | 1 |
| Material Handler | 2 |
| Shipping | 1 |
| Shipping Lead | 1 |
| Press Operator | 1 |
| Manufacturing Lead | 5 |