



April 13, 2020

Indiana Department of Workforce Development  
Dislocated Worker Unit, SE311  
10 North Senate Avenue  
Indianapolis, IN 46204-2277  
[warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov)

Re: Notice of Permanent Layoffs in Connection with Future Closure

To Whom It May Concern,

Polaris Boats LLC operates a manufacturing facility in Syracuse, Indiana where we have enjoyed a positive relationship with our workforce and our community. Due to unprecedented challenges our business is currently facing in conjunction with the global coronavirus pandemic, however, we have made the difficult decision to close our Syracuse, Indiana facility located at 300 W Chicago Street, Syracuse, IN 46567. We anticipate the ultimate plant closure will be effective between July 1, 2020 and July 14, 2020, and we anticipate permanent layoffs in phases in advance of and upon the ultimate closure as described below. Bumping rights do not exist for any of the employees.

Polaris is providing a reduced notification period because the plant closing is caused by business circumstances, as described above, that were not reasonably foreseeable as of the time the notice would have been required under the federal Worker Adjustment and Retraining Notification Act.

We plan for the first group of layoffs to occur on April 13, 2020. All impacted employee will be notified individually in writing of his or her anticipated last day. Approximately 10 % of the employees will be affected by this initial group of permanent layoffs. In addition, over 100 employees will be permanently laid off in future layoffs prior to the plant closure.

This information is based upon the best information available and is being provided pursuant to the Worker Adjustment and Retraining Notification (WARN) Act. If you have any questions, please contact Steven Ott, Vice President of Human Resources, via telephone at 574-970-5104, via email at [steve.ott@polaris.com](mailto:steve.ott@polaris.com), or via mail at 4500 Middlebury Street, Elkhart, IN 46516.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Ott'.

Steven Ott, Vice President Human Resources  
Polaris Boats