



August 28, 2020

VIA REGULAR MAIL AND EMAIL: agatlin@dwd.in.gov

Ms. Ashley Gatlin
Program Director, Rapid Response
Department of Workforce Development
State of Indiana
Workforce Transition Unit, SE311
10 North Senate Avenue
Indianapolis, Indiana 46204-2277

RE: Notice Under The Worker Adjustment and Retraining Notification Act

Ms. Gatlin,

On behalf of Universal Bearings LLC (“UB”), I write to provide notice as required under the Federal Worker Adjustment and Retraining Notification (“WARN”) Act, and in specific, 20 C.F.R. § 639.4(b). Because of the unforeseeable COVID-19 pandemic and its resulting economic impact to our industry and our businesses, UB unfortunately implemented temporary furloughs/layoffs at its facilities located at 226 N. Birkey Drive and 431 N. Birkey Drive, Bremen, Indiana 46506. These temporary furloughs/layoffs began on April 13, 2020. UB expects these temporary furloughs/layoffs to extend beyond six (6) months due to these unforeseen, historic challenges due to the COVID-19 pandemic. Currently, UB does not know if any of these furloughs/layoffs will be permanent, but it is possible that presently unforeseeable circumstances may cause UB to make changes in the future.

UB is hopeful that the COVID-19 pandemic will improve in the very near future, and that current economic conditions will change, and that UB will be able to have employees return to work as soon as possible. However, as Universal Bearings cannot predict how long the COVID-19 situation will last, and the impact of its effects upon Universal Bearings operations and business, Universal Bearings cannot rule out that furloughs/layoffs could be longer than initially anticipated.

UB anticipates sixty-one (61) of its employees from sixteen (16) departments will be affected by these extended furloughs/layoffs. UB implemented three (3) separate layoffs, two (2) in April and one (1) in June which reduced its headcount from three hundred and sixty (360), pre-COVID-19 to 201 at June end. Since the end of June, UB has recalled seventy three (73) employees. Those employees who were laid off but have not yet been recalled will likely not be recalled before the six (6) month period noted in the WARN Act.

UNIVERSAL BEARINGS LLC

431 N. BIRKEY DRIVE, P.O. BOX 38, BREMEN, IN 46506
TEL (574) 546-2261 • FAX (574) 546-5085



UB provides this notice consistent with 20 C.F.R. § 639.7(f). As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing affected employees in each job classification, if any; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. To the extent that this furlough decision constitutes a covered event under the WARN Act, or any state or local workforce reduction laws, this letter is intended to fulfill any requirements of such laws.

The information contained in this letter is based on the information available to UB at this time. If you have any questions or require further information, please contact:

David C. Ketcham
Vice President – Finance & Administration
431 N. Birkey Drive, Bremen, Indiana 46506.
(574) 546-2261 x204
dketcham@univbrg.com

If there are any changes in the information, we will provide an update as soon as possible.



David C. Ketcham
Vice President – Finance & Administration

