

Worker Adjustment and Retraining Notification (WARN) Act RECEIVED
GOVERNMENT NOTICE

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

Mayor Chris L. McBarnes
Frankfort City Building
301 E. Clinton Street
Frankfort, IN 46041

AUG - 2 2018

WARN NOTICE

This required legal notice is being provided in accordance with the WARN Act, 20 CFR Part 639.

As previously disclosed publicly, West Pharmaceutical Services, Inc., a Pennsylvania Corporation, ("West") intends to close its Frankfort, Indiana Contract Manufacturing Facility (the "Frankfort Plant"). As a result of this closing, virtually all employees employed primarily at the Frankfort Plant will be terminated. Therefore, West has determined that a notice under the WARN Act may be required and is providing you with additional information regarding the Frankfort Plant closing.

1. The Frankfort Plant is located at Tech Group North America, Inc. d/b/a West, 2810 West State Road 28, Frankfort, IN 46041-9197.
2. It is expected that the Frankfort Plant closing will commence not prior to October 1, 2018. Additional terminations are expected to continue in accordance with the schedule attached to this Notice as Exhibit I. Exhibit I also contains the job title and number of employees in each affected position.
3. All terminations of employment are expected to be final and not temporary.
4. Employees do not have "bumping rights" in connection with the Frankfort Plant Closing. This means a senior employee cannot replace a more junior employee even if the senior employee is qualified. All decisions as to the timing of each individual's termination of employment are subject to West's sole and absolute discretion, subject to any applicable legal requirements.
5. The employees are not represented by any labor union.
6. If you want additional information regarding the Frankfort Plant closing, please contact Derek Matlock, Director, Operations, Frankfort at Derek.Matlock@westpharma.com or 765-650-2336.

Each affected employee will be eligible for severance benefits, which include continued pay, outplacement assistance and a requirement to execute a release in favor of West, in accordance with West's severance pay policies.

EXHIBIT I

Beginning Date	Job Title of Eliminated Employee	# of employees with that Job Classification
10/1/2018	Job Title 1 Analyst-Specialist Job Title 2 Mold Maker Job Title 3 Materials Coordinator Job Title 4 Operator Assembler	1 - Terminated employee in Job 1 1 - Terminated employee in Job 2 3 - Terminated employees in Job 3 6 - Terminated employees in Job 4
10/29/2018	Job Title 1 Analyst-Specialist Job Title 2 Mold Maker Job Title 4 Operator Assembler Job Title 5 Supervisor/Manager Job Title 6 Quality Technician Job Title 7 Quality Auditor Job Title 8 Production Technician Job Title 9 Production Lead Job Title 10 Warehouse Coordinator Job Title 11 Business Support Job Title 12 Manager/Principal	1 - Terminated employee in Job 1 1 - Terminated employee in Job 2 4 - Terminated employees in Job 4 4 - Terminated employees in job 5 2 - Terminated employees in Job 6 4 - Terminated employees in Job 7 3 - Terminated employees in Job 8 8 - Terminated employees in job 9 1 - Terminated employee in Job 10 1 - Terminated employee in Job 11 1 - Terminated employee in Job 12
11/12/2018	Job Title 2 Mold Maker	1 - Terminated employee in Job 2
11/26/2018	Job Title 5 Supervisor/Manager Job Title 12 Manager/Principal Job Title 13 Manager Job Title 14 Maintenance Technician Job Title 15 Senior Analyst/Specialist Job Title 16 Engineering Technician Job Title 17 Maintenance Custodian Job Title 18 Senior Manager/Director	3 - Terminated employees in Job 5 2 - Terminated employees in Job 12 1 - Terminated employee in Job 13 2 - Terminated employees in Job 14 1 - Terminated employee in Job 15 1 - Terminated employee in Job 16 1 - Terminated employee in Job 17 1 - Terminated employee in Job 18