



Hubbell/RACO

South Bend, IN

5321 Dylan Drive
South Bend, IN 46628

March 31, 2021

Indiana Department of Workforce Development
Workforce Transition Unit, SE308
10 North Senate Avenue
Indianapolis, IN 46204
warn-notice@dwd.in.gov

Re: WARN Notice of Facility Closure

To Whom It May Concern,

Please accept this letter as our formal notification to you that Hubbell/RACO, (the "Company") will be permanently closing its warehouse facility located at 5321 Dylan Drive, South Bend, IN 46628. This closure is occurring as a result of the Company's decision to relocate operations to another Hubbell facility, in Aurora, Illinois.

There are a total of 75 employees (65 union employees and 10 non-represented salaried employees) in the Company at the South Bend, IN location whose jobs will be impacted by the closure. Enclosed as Exhibit A is a listing of the job titles of the positions to be impacted and the number of affected employees in each job classification. All employees were notified of the potential closure on March 31, 2021. Employee separations related to the closure are expected to commence on or about June 1, 2021 and are expected to occur in stages through the transition and final closure of the facility, currently anticipated to be complete by June 30, 2021. Employees will be informed of their individual anticipated layoff date by separate written notice.

The 65 unionized employees are represented the International Union of Electronic, Electrical, Technical, Salaried & Machine Workers (IUE) – Local 84913. Bumping rights will apply to separations for employees that are members of the bargaining unit, consistent with the terms of the Company's Collective Bargaining Agreement with the union.

Bumping rights will not apply to separations for the 10 non-represented salaried employees.

If you have questions regarding this change, please feel free to contact me at 203-200-8316 or email at cmkyle@hubbell.com. Hubbell/RACO looks forward to working with the Indiana Department of Workforce Development to assist our workers in transition.

Sincerely,

Chris Kyle

Chris Kyle
HR Director

cc: : Mayor James Mueller – South Bend, IN
227 West Jefferson Blvd. / Suite 1400 N
South Bend, Indiana 46601
mayormueller@southbendin.gov

EXHIBIT A

<u>Job Title (non union)</u>	<u>Number of Impacted Employees</u>
Production Supervisor	3
Cycle Counter	2
Shipping & Receiving Clerk	5
Total Non-Union Positions	10
<u>Job Title (union)</u>	<u>Number of Impacted Employees</u>
Warehouse Person	56
Order Fulfillment Specialist	9
Total Union Positions	65
TOTAL POSITIONS IMPACTED	75