



July 15, 2021

Indiana Department of Workforce Development
Workforce Transition Unit, SE308
10 North Senate Avenue
Indianapolis, IN 46204-2277

Re: Steel Parts Manufacturing Inc. WARN Act Notice Update

To Whom it May Concern:

This letter is to apprise you that the original WARN Act Notice provided to you by Steel Parts Manufacturing Inc. (the "Company"), located at 801 Berryman Pike, Tipton, 46072, on May 28, 2021, is being postponed and extended for certain hourly employees until the first two weeks of September 2021. The delay has been caused by our major customer, Ford Motor Company, needing additional parts from the Company as Ford transitions to other suppliers.

The list of impacted employees (whose separations have been postponed) and their respective job titles is enclosed. All affected non-bargaining-unit employees have been notified individually and all affected union-represented employees have been notified through their union representative, the United Steelworkers, AFL-CIO-CLC, Local 3875 (the "Union"), of their postponed and newly expected dates of separation from the Company, which we continue to expect to be permanent in nature.

There will not be any bumping rights for non-represented employees; and bumping rights of the union-represented workers will be as governed by the terms and conditions of the collective bargaining agreement presently in effect between the Company and the Union and the "Steel Parts/USW Effects Bargaining Agreement" executed by the parties on July 7, 2021. Contact information for the employees' union representative is as follows:



Markeya McDaniel
United Steelworkers
Staff Representative
District 7 Sub 3
9402 Uptown Drive Suite 600
Indianapolis, IN 46256

Should you have any questions or need additional information concerning this updated notice, please let me know.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Mike Smith', is written over a horizontal line.

Mike Smith
Human Resources Manager
Steel Parts Manufacturing Inc.
801 Berryman Pike
Tipton, IN 46072
Direct: 765-675-5236
Cell: 765-437-3848