

September 18, 2018

Kristie Davis, Manager
Department of Economic Development
Division of Workforce Development
421 East Dunklin Street
Jefferson City, MO 65102
Kristie.davis@ded.mo.gov

Re: Notice of Permanent Closure of Warsaw, MO Facility

Dear Ms. Davis:

This Notice is being issued in connection with Elbeco Inc.'s (the "Company") permanent closure of and complete cessation of operations at the Company's facility located at 1101 Dogwood Street, Warsaw, MO 65355 (the "Warsaw Facility"). The purpose of this letter is to satisfy the notice requirements of the Worker Adjustment Retraining and Notification Act ("WARN"). *The Company does not, however, concede that any legal obligation exists pursuant to the WARN Act or any other law.*

On or about December 21, 2018, the Company will permanently close the entire Warsaw Facility and, in connection with such permanent closure, will terminate permanently the employment of all employees at that location. This Notice summarizes the best information available to the Company at this time relating to these employment terminations.

All job titles at the Warsaw Facility will be affected. Following is a list of job titles at the Warsaw Facility along with the number of affected employees currently employed in each job title.

| <u>Job Title</u> | <u>Number of Employees</u> |
|-----------------------|----------------------------|
| Supervision | 2 |
| Shipper | 1 |
| Mechanics/Maintenance | 2 |
| Piece Rate Operators | 39 |
| Union Hourly Workers | 3 |

The expected date on which the first approximately one third of employment separations will occur as a result of the permanent closure of the Warsaw Facility is November 19, 2018. The next third of these layoffs are anticipated to occur between November 26, 2018 and December 7,

2018. The remaining employment separations resulting from the permanent closure of the Warsaw Facility are anticipated to take place between December 10 and December 21, 2018.

There are no bumping rights for any affected employees.

Some, though not all, of the employees at the Facility are represented a union, and the name and address of the Manager of the union is as follows:

1. Kathy Hanshew, Manager
Workers United, Chicago and Midwest Regional Joint Board
333 S. Ashland Avenue
Chicago, IL 60607
312-738-6100

The name and address of the union president for our Warsaw Manufacturing facility is Mykayla Arnett, Route 91, Box 1142, Cross Timbers, MO 65634.

Dated: September 18, 2018