

April 13, 2018

Mayor Ann Schneider
City of Springfield
405 North Main Street
Springfield, TN 37172

Dear Mayor Schneider:

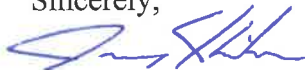
This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff or closing.

This is to advise you that IAC Springfield, LLC located at 801 Bill Jones Industrial Drive, Springfield, Tennessee 37172 is permanently closing the facility on June 13, 2018, resulting in permanent job loss for 145 employees. A list of affected positions is enclosed.

The employees do not have bumping or transfer rights. The bargaining unit employees are represented by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union AFL-CIO CLC, Local Union No. 9507.

If you need further information, please contact me at (615) 767-9511.

Sincerely,



Jeremy Thilman
Manager, HR
IAC Springfield, LLC

Hourly Affected Positions:

- 11 – Maintenance Technicians
- 25 – Indirect Labor / Material Handlers
- 1 – Class A – CDL Truck Operator
- 100 – Direct Labor / Manufacturing Associates

Salaried Affected Positions

- 3 – Production Supervisors
- 2 – Maintenance Supervisors
- 1 – HR Generalist
- 2 – Supply Chain Specialists
- 1 – Supply Chain Manager
- 1 – IT Analyst
- 1 – Accounting Specialist
- 1 – Accounting Controller
- 1 – Quality Engineer
- 1 – EHS Coordinator
- 1 – HR Manager
- 1 – Engineering Supervisor