

July 26, 2023

Tim Courtney  
Lead Business Representative  
International Brotherhood of Teamsters, Local 135  
2829 Madison Ave  
Indianapolis, IN 46225  
[tcourtney@local135.com](mailto:tcourtney@local135.com)

Sean M. O'Brien  
General President  
International Brotherhood of Teamsters  
25 Louisiana Avenue, N.W.  
Washington D.C., 20001

Dear Mr. Courtney and Mr. O'Brien:

I am writing on behalf of MonoSol, a Kuraray Division, to provide you notice as required by the Worker Adjustment and Retraining Notification (WARN) Act that there will be a mass layoff impacting the Company and its employees at the Company's facility located at 1609 Genesis Dr, La Porte, IN 46350 in connection with a decrease in demand for the Company's products. This layoff is expected to be temporary but is anticipated to last approximately two (2) years.

Enclosed is a listing of the job titles of the positions to be affected, the number of affected employees in each job classification, and their anticipated date of separation. The expected date of the first employee separations will be September 25, 2023 or within 14 days after that date. Bumping rights exist under the Collective Bargaining Agreement between the Company and the Union. Please be aware that appropriate state and local government officials have been or will be notified of this anticipated layoff and that dislocated worker resources and information will be made available to all affected employees.

You may contact John Gornto for further information at [John.Gornto@kuraray.com](mailto:John.Gornto@kuraray.com) or (219) 762-3165, ext 646.

Sincerely,



Jeff Pawlak  
Associate Director, Production

cc: Sven Koehnen, Vice President, Global Operations  
John Gornto, Senior Vice President, Talent Experience