



December 2, 2022

<u>Via Email</u>	<u>Via U.S. Mail</u>
Indiana Department of Workforce Development Workforce Transition Unit, SE308 10 North Senate Avenue Indianapolis, IN 46204-2277 warn-notice@dwd.in.gov	Office of the Mayor City of Indianapolis City-County Building 200 E. Washington St., Suite 2501 Indianapolis, IN 46204

Re: Discontinuance of FedEx Supply Chain, Inc.'s (FEIN 25-1766580) Management and Operation of Indianapolis, Indiana Facility

To Whom it May Concern:

This letter is to inform you that FedEx Supply Chain, Inc. will be discontinuing its management and operation of the facility located at 225 Transfer Drive, Indianapolis, IN 46214, due to our customer's decision to transition its business to a new location that will be managed by a new third-party logistics provider.

The discontinuance of FedEx Supply Chain, Inc.'s management and operation of this facility is expected to be permanent and is expected to be finalized in June 2023. Workforce reductions are expected to occur in four phases. The first phase of reductions, impacting employees on C and D shifts, will occur on dates between January 31 and February 14, 2023. The second phase of reductions, impacting employees on A and B shifts, will occur on dates between February 3 and February 17, 2023. The third phase of reductions is anticipated to occur on dates between March 31 and April 13, 2023. The fourth phase of reductions is anticipated to occur on dates between June 17 and June 30, 2023. Employees in the first and second phases will receive written notice under the Worker Adjustment Retraining and Notification Act on December 2, 2022, and December 5, 2022, respectively. FedEx Supply Chain will issue additional notices to impacted employees at least sixty (60) days in advance of the third and fourth phases.

FedEx Supply Chain, Inc. currently employs 179 employees at the facility. During the first and second phase of reductions, approximately 85 employees will be terminated as a result of volume reductions in connection with this transition. These affected employees will be paid wages and benefits through their last day of employment with FedEx Supply Chain, Inc. Any retirement and group insurance benefits to which employees are entitled will be provided in accordance with the terms of the applicable employee benefit plans.

No seniority-based bumping rights exist and none of the employees are members of a collective bargaining unit represented by a union.

To the extent this action constitutes a plant closing under the Federal Worker Adjustment and Retraining Notification Act and/or applicable Indiana state or local laws with respect to plant closings and reductions in operations, this letter is intended to fulfill any affected governmental officials notice requirements.

For further information, you may contact me at 317-793-5116 or larrywright2@fedex.com.

Sincerely,

A handwritten signature in black ink, appearing to read 'Larry Wright', written over a light gray rectangular background.

Larry Wright
District Manager, People Operations