



A Caterpillar Company

3001 N. Darrell Rd
Island Lake, IL 60042
(847) 526-2166 tel • (847) 526-2241 fax

March 19, 2021

Mayor Charles Amrisch
3720 Greenleaf Ave
Island Lake, IL 60042

Re: Kemper Valve & Fittings Corp. – WARN and IL WARN Notice of Plant Closing
FEIN: 36-3988024

Dear Mayor Amrisch:

Kemper Valve & Fittings, Corp. has decided to close its Kemper Valve and Fittings Facility located at 3001 Darrell Road, Island Lake, Illinois 60042. This closure will result in the permanent layoffs from employment for hourly, support and management employees at the Kemper Valve and Fittings Facility. Accordingly, this letter shall serve as notice of a mass layoff pursuant to the Worker Adjustment and Retraining Notification Act ("WARN") and the Illinois Worker Adjustment and Retraining Notification Act ("IL WARN").

A total of 95 employees will be separated over the course of the next several months as operations wind down. Based on current production schedules, we expect that the first group of employees will be separated between the dates of May 17, 2021 and May 30, 2021. Additional separations will occur in June, July, August, September, November and December 2021 and January 2022.

The employees are not represented by a labor union and there are no applicable bumping rights. The entire plant will be closed.

Requests for further information from Caterpillar concerning this matter should be directed to Rachele Ackerman at telephone number 847.416.3162.

Very truly yours,

A handwritten signature in black ink that reads "Rachele L. Ackerman".

Rachele L. Ackerman
Human Resources Manager