



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

March 30, 2020

Mayor Charles Amrisch
3720 Greenleaf Ave
Island Lake, IL 60042

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

Dear Mayor Amrisch:

Kemper Valve & Fittings, Corp. has decided to implement a reduction in force that will result in permanent layoffs from employment for certain hourly, support and management employees at the Kemper Valve and Fittings Facility, located at 3001 Darrell Road, Island Lake, Illinois 60042. 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").

There will be approximately 110 employees laid off effective June 1, 2020. The entire plant will not 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". The signature is written in a cursive style.

Rachele L. Ackerman
Human Resources Manager