

April 4, 2016

**VIA FEDERAL EXPRESS
AND E-MAIL TO WARN-NOTICE@DWD.IN.GOV**

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277



Re: Notice of Plant Closing

Dear Sir or Madam:

Sensient Flavors LLC has decided for strategic business reasons to permanently close its facility located at 5600 West Raymond Street, Indianapolis, Indiana, 46241-4343 as part of a company-wide restructuring that consolidates multiple production facilities. The permanent layoffs associated with this closure are expected to begin on or about July 29, 2016, and to be completed on or about December 30, 2016. We anticipate that 86 employees at this location will be permanently laid off.

We are not acknowledging that Worker Adjustment and Retraining Notification ("WARN") Act obligations apply in this case. We have decided on a voluntary basis, however, to give this notice under the federal WARN Act.

59 of the employees at the site are represented by Teamster Local Union No. 135, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The representative of this union is Mike Hubrecht, with an office located at 1233 Shelby Street, Indianapolis, IN 46203. The company engaged in good faith decisional bargaining with the Union over the closure decision.

All affected employees have been notified. The company will ensure that employees will be paid all earned wages and agreed upon benefits in conjunction with their termination.

By copy of this letter, we are notifying Indianapolis Mayor / County Executive Joe Hogsett. We appreciate whatever assistance you may provide to our employees who will be affected by this decision. If you have any questions, please contact Brad Feldmeyer, Human Resources Manager, at 317-240-1445 or brad.feldmeyer@sensient.com.

Sincerely,

Kim Morin
Vice President, Human Resources

Cc: Mayor / County Executive Joe Hogsett, Office of the Mayor, 2501 City-County Bldg.,
200 E. Washington St., Indianapolis, IN 46204 (via Federal Express)