

July 10, 2025

Via Email Only (mayor@kearneygov.org)

Jonathan Nikkila
Reemployment Services
Attn: Rapid Response Administrator
18 East 22nd St
Kearney, NE 68847

Re: WARN Notice of Mass Layoff

Dear Mayor Nikkila:

In accordance with the Worker Adjustment and Retraining Notification Act of 1988 (WARN), 29 U.S.C. 2101, *et seq.*, please consider this letter to be official notice from Eaton Corporation that the company will commence a “mass layoff” at its Kearney, NE facility, located at 4200 US-30 Kearney, NE 68847.

Due to significant business challenges, Eaton will be discontinuing engine valve production at its Kearney facility. All impacted employees have been informed of the announcement. The mass layoff is expected to begin on September 10, 2025 and is expected to be completed by December 31, 2025.

None of the affected employees at this facility are represented by a union. There are no bumping rights associated with this action

This workforce reduction is expected to be permanent and will affect approximately up to 219 employees in the following positions:

Job Title	Count of Employee
Analyst.EHS.General.Site	1
Analyst.FIN.Accounting.	1
Assistant.HR.Business Partner.Site	1
Buyer.SCM.Procurement.Indirect	1
Clerk.MFG.Production.Ship/Rcvg	2
Engineer.ENG	2
Inspector.MFG.Production.	8
Machinist.MFG.Maintenance.	5

Maintenance I.MFG.Maintenance.	1
Maintenance-Asst.MFG.Maintenance.General Repair	2
Maintenance-I.MFG.Maintenance.General Repair	3
Maintenance-II.MFG.Maintenance.General Repair	9
Maintenance-III.MFG.Maintenance.General Repair	7
Manager.ENG.Product/Program Management.	1
Manager.MFG.Production.	3
Master Technician.MFG.Engineering.	1
Operator.MFG.Production.Machine	93
Operator-I.MFG.Production.	18
Operator-II.MFG.Production.	6
Senior Analyst.HR.Functional Expert.Training	1
Senior Analyst.OPEX.Continuous Improvement.Site	1
Senior Analyst.SCM.	2
Supervisor.MFG.Engineering.	2
Supervisor.MFG.Maintenance.	4
Supervisor.MFG.Production.	4
Supervisor.QLT	2
Team Lead.MFG.Production.	8
Team Leader.MFG.Maintenance.	1
Technician.EHS.Environmental.Waste Treatment System	3
Technician.MFG.Maintenance.Facilities	2
Technician.MFG.Production.	1
Technician.MFG.Production.Controls	6
Technician.QLT.Process Quality.Site	9
Technician-Lab Metallurgical.QLT.Process Quality.Site	5
Toolmaker.MFG.Production.	3

Any questions should be directed to Trey Wright HR Director at 304-916-2463 or treywright@eaton.com. Thank you for your attention to this matter.

Sincerely,

Doug Ourada

Doug Ourada
Plant Manager