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GATES

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October 2, 2025

VIA email

Shelly Thompson
Dislocated Worker Unit
Kansas Department of Commerce
1012 W 6th St.
Junction City, KS 66441
Phone: (785)230-8158
shelly.thompson@ks.gov

**NOTICE OF OPERATING UNIT SHUTDOWN TO THE KANSAS DISLOCATED WORKER UNIT
PURSUANT TO THE WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT**

Re: Gates Iola Manufacturing Operations

Dear Ms. Thompson:

Please be advised that on or around December 1, 2025, Gates Corporation ("Gates") will be reducing its workforce at its facility located at 1450 Montana Road, Iola, Kansas. This reduction will be primarily attributable to the complete cessation of HFM manufacturing operations at the site, though a few unrelated positions will be reduced as well. This action is intended to be permanent. No other operations at the site will be impacted at this time.

The separations of affected employees are expected to occur in two stages. A majority of the separations will occur when primary operations in the HFM area cease on December 1, 2025. Five employees will be separated on January 1, 2026.

A list of the affected job titles and number of employees per classification is attached. The affected employees are not represented by a union.

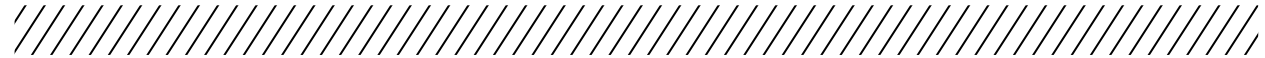
No bumping or recall rights will exist for affected employees.

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For further information regarding this matter, please contact me at sean.reed@gates.com.

Sincerely,

Sean Reed
Director & Senior Counsel – Compliance, Litigation & Employment
Gates Corporation



ATTACHMENT TO NOTICE TO THE KANSAS DISLOCATED WORKERS UNIT

AFFECTED JOB TITLES & NUMBER OF EMPLOYEES PER CLASSIFICATION

Date of Anticipated Layoff	Affected Job Title(s)	Number of Employees Per Classification
12/1/2025	Assembly Operator	1
12/1/2025	Builder Hose	1
12/1/2025	Buyer Technician	1
12/1/2025	Crib Attendant	1
12/1/2025	Hose Builder	25
1/1/2026	Hose Builder	2
12/1/2025	Janitor	1
12/1/2025	Maintenance Technician	4
12/1/2025	Maintenance	2
12/1/2025	Material Handler	1
12/1/2025	Material Resource Planner	1
12/1/2025	Operator I	2
12/1/2025	Operator II	14
1/1/2026	Operator II	1
12/1/2025	Operator III	9
1/1/2026	Operator III	1
12/1/2025	Operator IV	1
12/1/2025	Operator Lead	2
12/1/2025	Production Supervisor	3
12/1/2025	Projects	1
12/1/2025	Supervisor	1
12/1/2025	Team Leader 32	1
1/1/2026	Team Leader 32	1
12/1/2025	Team Leader HFM	4