

February 23, 2015

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Hon. Mark Kruzan
Mayor
City of Bloomington
401 North Morton St.
Bloomington, IN 47404

**and VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED and
VIA EMAIL: ikiesling@co.monroe.in.us**

Iris F. Kiesling
President
Monroe County Commissioners
100 West Kirkwood Ave.
Bloomington, IN 47404-5140

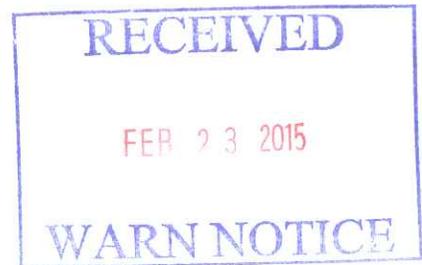
**and VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED and
VIA EMAIL: warn-notice@dwd.in.gov**

Jennifer Long
Indiana Department of Workforce Development
State Dislocated Worker Program Coordinator
10 N. Senate Ave., SE304
Indianapolis, IN 46204

Dear Mayor Kruzan, Commissioner Kiesling, and Ms. Long:

By letter dated May 15, 2013 Hartmann USA, Inc. ("Company") advised you of a layoff and plant closing that would affect the employment of all of the individuals who are employed at our facility located at 4265 W. Vernal Pike, Bloomington, IN 47404. The Company hereby updates the information provided to you in that letter as we have now finalized plans regarding the discontinuation of manufacturing operations at that facility.

This notice is given pursuant to the Worker Adjustment and Retraining Notification Act, P.L. 100-379, 102 Stat. 890, 29 U.S.C. § 2101 *et seq.* ("Act"). This layoff may constitute a "mass layoff" or a "plant closing" as those terms are defined in the Act. To the extent that the above-described actions constitute a covered event under the Act, or any other federal or state law requiring advance notice, this letter is intended to fulfill any requirements of such laws. By providing this information, however, the Company does not concede that any such laws apply or that this notice is required.



The Company expects to discontinue manufacturing operations at the above-referenced Bloomington, Indiana facility on or around April 30, 2015. Following a brief period of continuing warehouse and logistics operations, the full closure of the facility is expected on or around June 30, 2015. As a result of the plant closure, we anticipate employment termination for 49 employees and a transfer into our Rock Hill, South Carolina facility for 3 employees. This information is provided on the basis of our employee census data for the affected facility as of the date of this letter.

We will do what we can to assist our employees who are affected by this decision, and we want you to know that our decision to close the Bloomington facility is certainly not a reflection on them or their abilities in any manner. In addition, we will be offering career transition assistance services to employees. We intend to honor the separation packages previously offered to those employees who remain with the Company through their official date of separation.

The layoffs of employees will likely occur in stages. Initial layoffs will occur on or around April 30, 2015 and the remaining layoffs will occur after that date but likely before June 30, 2015. This action is expected to be permanent. The Company does not have provisions for "bumping rights" for employees at this or any other location. No labor union is involved in this matter.

Other information listed at 20 C.F.R. §639.7(e) will be maintained on site and will be made readily accessible to you upon request. Also enclosed is a list of the positions likely to be affected and the number of employees in each position. The Company has also sent individual letters to the affected employees which contain this information.

This notice is based on the best information available at this time. Please contact Steve Gusse, Vice President Operations, at (812) 332-3703 (extension 208) or Bryan Sherrel, Chief Financial Officer, at (803) 985-1145 if you wish to obtain further information concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Bryan Sherrel".

Bryan Sherrel, Chief Financial Officer
HARTMANN USA, Inc.
481 Lakeshore Parkway
Rock Hill, South Carolina 29730

Attachment: List of positions likely affected and number of employees in each position
RETURN RECEIPT REQUESTED

cc: Mr. Steve Gusse, Vice President Operations



Individuals Selected and Not Selected: The following is a listing of the job titles and number the employees who were and were not selected for this reduction in force:

Job Title / Position	# of Affected Individuals
Selected For Reduction In Force:	
Shipping & Receiving Supervisor	1
Plant Controller	1
Supply Chain Supervisor	1
Technical Services Manager	1
Director of Supply Chain	1
Production Shift Supervisor	1
Manufacturing	27
Quality Control	4
Maintenance	4
Shipping and Receiving	8
Total	<hr/> 49
NOT Selected For Reduction In Force:	
Vice President Operations	1
Process Specialist	1
Production Shift Supervisor	1
	<hr/> 3

