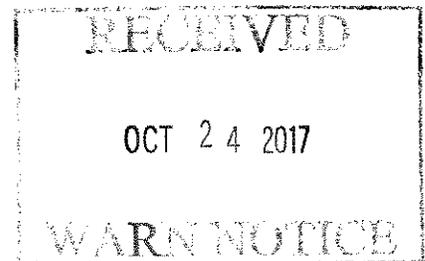


To: Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277



From: White's Residential and Family Services, Inc.

Date: October 23, 2017

To Whom It May Concern:

By notice dated June 1, 2017, we advised you that White's Residential and Family Services (the "Company") is closing its entire Northwest Indiana facility located at 12501 N. SR 49, Wheatfield, Indiana, 46392 (the "Wheatfield facility"). In that notice, you were also advised that employees at the facility would be terminated from employment commencing on July 31, 2017, and that such action is expected to be permanent in nature. You were also advised that there are no bumping rights and that there is no union representative of affected employees.

By a later notice dated July 27, 2017, we advised you that one specific employee affected by this action, Rick Ferguson, would not be terminated from employment on July 31, 2017, as you had previously been notified. We advised you that Rick Ferguson's employment would be extended due to the Company's need to maintain the grounds through October 31, 2017, at which time his employment with the Company would be terminated.

The Company has recently determined that its need to maintain grounds and provide general security 24 hours a day, 365 days a year requires us to maintain Rick Ferguson's employment for an indefinite period of time. Accordingly, this letter is to notify you that the employment of this one employee (whose job title will remain Groundskeeper) will not terminate on October 31, 2017. Instead this employee will remain employed by the Company for an indefinite period of time. This employee does not have bumping rights and is not represented by any union representative.

For further information regarding this action, please contact Amy Trowbridge, Director of Human Resources, at 260-563-1158. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Amy Trowbridge".

Amy Trowbridge

