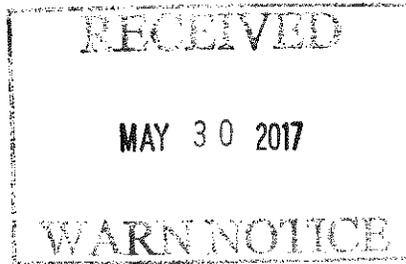




May 26, 2017



785 Decker Drive  
Bluffton, Indiana 46714  
Tel: (260) 824-0997  
Fax: (260) 824-5997  
www.buckhorninc.com

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

Re: Notice of Terminating Operations and Closing Facility

Dear Madam:

As you have been previously apprised, Buckhorn Inc. (the "Company") is terminating its operations and closing its facility in Bluffton, Indiana. The Company is hereby giving you notice of the second round of position eliminations occurring in connection with the Company's permanent termination of all operations located at 785 Decker Drive, Bluffton, IN 46714.

This third group will affect 22 in number, and the terminations of employment will be no earlier than July 29, 2017 and the affected employees will be paid at least through that date. However, some employees may not have to work after a date occurring prior to July 29, 2017. The Company anticipates that this group of employees will be terminated no later than August 12, 2017. An additional group will be affected as well, with the fourth group of approximately 8 employees to be terminated no earlier than November 4, 2017 and no later than November 18, 2017. Notice with respect to such an additional group will be sent as required by law. The Company anticipates that 86 employees will ultimately be affected by the Company's termination of operations. All positions and jobs at this location will be eliminated. The job titles of the positions that will be affected, together with the number of employees in each classification, are set forth on the attached list. We have offered all employees the opportunity to pursue roles at other Company facilities in other locations. None of the employees are represented by a union. No bumping rights exist.

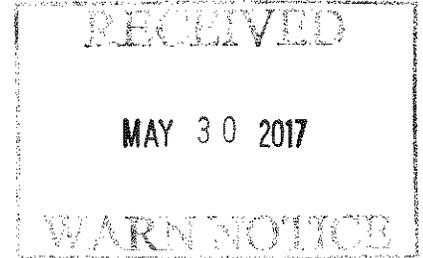
If you need any further information with respect to the foregoing, you should contact Jan Hyland, Human Resources Manager at 260-824-0997.

Sincerely,

Jan Hyland  
Human Resources Manager  
Enclosure

Listing of Affected Positions Between July 29, 2017 and August 12, 2017

Job Titles	Number of Affected Employees in this Position:
Maintenance, Plastics	3
Mold Setter	7
Process Technician	2
Production Manager	1
Production Supervisor, Plastics	3
Production Worker, Lead	1
Production Worker, Plastic	2
Tool & Die Maker II	1
Warehouse Lead	1
Warehouse Worker	1



Listing of Affected Positions Between November 4, 2017 and November 18, 2017

Job Titles	Number of Affected Employees in this Position:
Human Resources Manager	1
Maintenance Supervisor	1
Maintenance, Plastics	4
Material & Planning Manager	1
Plant Manager II	1

