

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

March 31, 2017

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 may know, Buckhorn Inc. (the "Company") is terminating its operations and closing its facility in Bluffton, Indiana. The Company is hereby giving you notice that the Company will be permanently terminating all operations located at 785 Decker Drive, Bluffton, Indiana 46714.

The initial group of employees to be affected, which will be 29 in number, will be terminated no earlier than June 3, 2017 and they will be paid at least through that date. However, some employees may not have to work after a date occurring prior to June 3, 2017. The Company anticipates that the initial group of employees to be affected will be terminated no later than June 17, 2017. Additional groups will be affected as well, with a second group of 27 employees to be terminated no earlier than July 8, 2017 and no later than July 22, 2017, a third group of 22 employees to be terminated no earlier than July 29, 2017 and no later than August 12, 2017 and a fourth group of 8 employees to be terminated no earlier than November 4, 2017 and no later than November 18, 2017. Notices with respect to such additional groups 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.

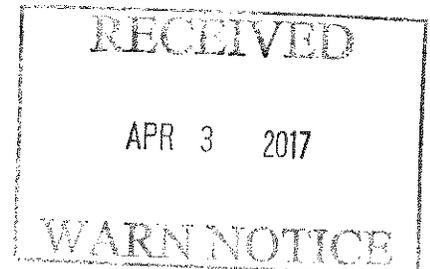
Sincerely,

Jan Hyland  
Human Resources Manager

Enclosure

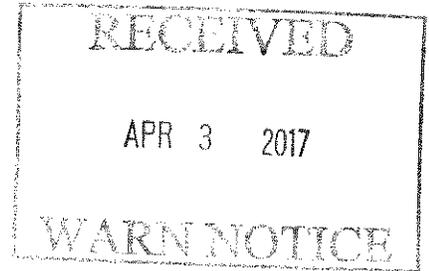
Listing of Affected Positions Between June 3, 2017 and June 17, 2017

| Job Titles                 | Number of Affected Employees in this Position: |
|----------------------------|--|
| Mechanical Engineer        | 1  |
| Production Worker, Plastic | 23   |
| Purchasing Clerk           | 1  |
| Quality Supervisor         | 1  |
| Scheduling Supervisor      | 1  |
| Warehouse Worker           | 2  |



Listing of Affected Positions Between July 8, 2017 and July 22, 2017

| Job Titles                      | Number of Affected Employees in this Position: |
|---------------------------------|--|
| Maintenance, Plastics           | 2  |
| Mold Setter                     | 1  |
| Plant Accountant                | 1  |
| Process Technician              | 2  |
| Production Supervisor, Plastics | 1  |
| Production Worker, Plastic      | 16   |
| Shipping Supervisor             | 1  |
| Shipping/Receiving Clerk        | 1  |
| Tool & Die Supervisor           | 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  |

