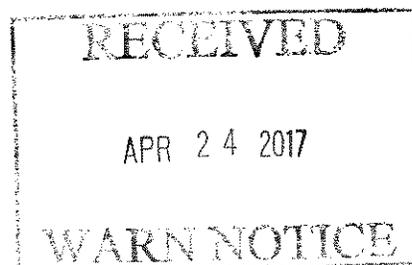




April 20, 2017

**VIA CERTIFIED MAIL RETURN**  
**RECEIPT REQUESTED &**  
**REGULAR U.S. MAIL**

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



Re: WARN Notice

Dear Sir or Madam:

Due to changing business circumstances, Haan Crafts LLC regrets to inform you that it will be laying off employees at its facility located at 506 East Second Street, Otterbein, IN 47970. The duration of the layoffs is to be permanent, as the Otterbein facility will be closing. Currently, there are approximately 27 Haan Crafts LLC employees who are employed there and we anticipate laying off all of them. The layoffs are anticipated to occur on or after the close of business on June 30, 2017. However, employees may be employed beyond this date due to business need and the winding down of the operation.

In the event affected employees do not receive a full 60 days notice, they may receive the appropriate period of continued pay and benefits following their layoffs. Bumping rights are not available. Haan Crafts LLC will maintain required information concerning the layoffs, which will be available upon request.

By copy of this letter, we are notifying the Otterbein Town Council.

We appreciate whatever assistance you may provide to our employees who will be affected by this decision. If you have any questions, please contact me at 920-568-5516.

Sincerely,

Craig Johnson  
CEO

cc: Otterbein Town Council, 104 E. 2<sup>nd</sup>, Otterbein, IN 47970 (via certified mail)  
Phone 1.800.558.9595 | Fax 1.800.372.1236 | Website eNasco.com | E-mail info@eNasco.com

901 Janesville Avenue, Fort Atkinson, WI 53538-0901 | P.O. Box 101, Salida, CA 95368-0101