



May 3, 2016

Via Overnight Delivery, Facsimile and Email

Jennifer Long  
Rapid Response Dislocated Worker Program Director  
Indiana Department of Workforce Development  
10 N Senate Ave, Ste SE312  
Indianapolis, IN 46204-2277  
Fax: 317-234-0942

**RE: WARN Act Notice**

**Date of Termination:** As early as May 3, 2016 and by May 13, 2016

**Facility Location:** 1418 S 13<sup>th</sup> Street, Decatur, IN 46733

Dear Ms. Long:

We are writing to notify you that, according to the best available information, Innovative Buildings Systems, LLC and its affiliated companies AAH of Indiana, LLC; AAH of Iowa, LLC; EHG Acquisition Co, LLC; Excel Homes Group, LLC; Excel Homes of Maine, LLC; Excel Homes of New York, LLC; Excel Homes of Virginia, LLC; HandCrafted Enterprises, LLC; HandCrafted Holdings, LLC; Innovative Design and Building Services, LLC; and Innovative Shared Services, LLC (collectively, the "Company") will be ceasing all manufacturing and business operations and going out of business within the next ten (10) days. The Company's current plan is to file voluntary petitions for relief under Chapter 7 of the United States Bankruptcy Code for each of the above entities.

Over the last several months, the Company has been engaged in negotiations with its senior secured creditor, as well as potential buyers and other lenders, regarding the Company's existing credit facilities, additional credit facilities and the potential sale of the Company as a going concern business. Despite the Company's best efforts, the Company has been unable to obtain the necessary financing to continue its operations or negotiate a successful sale of the Company as a going concern. More recently, the landlord of several of the Company's manufacturing facilities sent the Company a Notice of Termination of Lease. The Company disputes the Notice of Termination of Lease which has limited its ability to continue negotiations with a prospective lender/buyer and without sufficient funding is forced to liquidate its assets and, regrettably, order the closing of its facilities.

The Company will permanently close its facilities located at 1418 S 13<sup>th</sup> Street, Decatur, IN 46733, all of its other facilities, located at 1551 15<sup>th</sup> Ave SE, Dyersville, IA 52040; 56 Mechanic Falls Road, Oxford, ME 04256; 10642 South Susquehanna Trail; Liverpool, PA 17045; and 260 Weaver Street, Rocky Mount, VA 24151, and its corporate headquarters, located

at 4900 Ritter Rd, Suite 240, Mechanicsburg, PA 17050. The closures will be permanent and bumping rights will not be afforded.

Employment separations may begin as early as May 3, 2016 and continue until May 13, 2016. Employees in all job classifications will be affected. A list of the job classifications with the number of affected employees in each classification located at the Decatur, Indiana facility is attached hereto as Schedule 1.

This Notice is intended to satisfy any obligation to provide you with advance notice of these circumstances, including, without limitation, any such obligation under the Worker Adjustment and Retraining Notification Act of 1988.

Any questions or requests for further information regarding this matter may be directed to Jolene Myers, President of Innovative Building Systems, LLC, at 626-536-8026.



Sincerely,



Jolene Myers



**Schedule 1  
Decatur Indiana Facility**

Job Titles of Position to be Affected	Number of Affected Employees in Job Classification
Direct labor	51
Plant foremen	4
Order processing	3
Engineering	8
Purchasing	2
Warranty/service tech	3
Set crew	4
Driver	2
Sales	9
Administrative	1
General manager	1