



September 13th, 2011

Mr. Mickey Kinder

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

Re: Pace American Enterprises, Inc. Layoffs at 11550 Harter Drive, Middlebury, IN 46540

Dear Mr. Kinder:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("*WARN Act*"), we are writing to inform you that permanent layoffs are occurring at the Pace American Enterprises, Inc. facility located at 11550 Harter Drive, Middlebury, IN 46540 ("*Facility*") affecting approximately 106 employees. We expect these layoffs will be permanent. Many of these layoffs have already happened and others are expected to take place at a later date. As part of this layoff, nearly all workers from each department will be affected. There is no union representation at the Facility and bumping rights do not exist. We have attached a list of the employees affected by this in case you need to make contact with them. Also please note that we have locations in five (5) States and we have just laid off over 250 employees company-wide.

You may contact Amy Ebert at (574) 825-7223 ext. 230 or [aebert@paceamerican.com](mailto:aebert@paceamerican.com), if you have any further questions. Please accept this as official notice of the mass layoffs taking place at Pace American's Middlebury Facility.

Sincerely,

A handwritten signature in cursive script, appearing to read "A Ebert".

Amy Ebert

HR & Safety Director

11550 Harter Drive, Middlebury, IN 46540