

January 24, 2017

Via Facsimile, Email and Certified Mail

Jennifer Long
Rapid Response Dislocated Worker Program Director
Dislocated Worker Unit
Indiana Department of Workforce Development
10 N. Senate Ave., Ste. SE312
Indianapolis, IN 46204-2277
Fax: (317) 234-0942
Email: jlong@dwd.in.gov

Re: Announcement of Planned Action

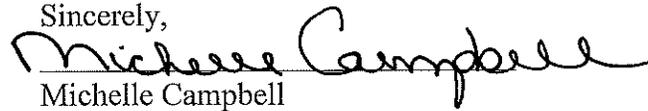
Dear Ms. Long:

We are writing to give you notice that there will be a mass layoff at PendaForm/Fabriform Inc.'s facility located at 130 West Harvest Road, Bluffton, IN 46714 on March 25, 2017. This mass layoff is expected to be permanent.

All affected employees have been notified of their separation dates on January 18, 2017 and January 25, 2017 and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning on March 25, 2017. The number of affected employees is 47 Full Time and 28 Temporary.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

If you have any questions or want additional information concerning this matter, please contact Michelle Campbell, HR Director at 740-826-5053.

Sincerely,

Michelle Campbell

cc: Ted Ellis, Mayor, City of Bluffton (via E-mail and Certified Mail)