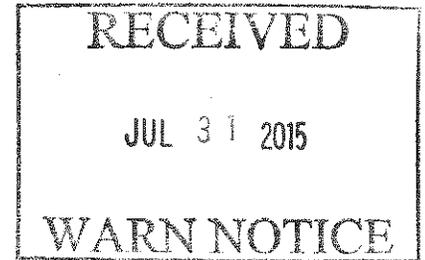




Goodwill Industries of
Central Indiana
1635 W. Michigan Street
Indianapolis, IN 46222
317.524.4313



Thursday, July 30, 2015

To: Indiana Department of Workforce Development

Dear Dislocated Worker Unit,

In accordance with the Worker Adjustment and Retraining Notification Act ("WARN Act"), this letter will serve as written notice that Goodwill Industries of Central Indiana, Inc. ("Goodwill") will shut down its operations at the Richard L. Roudebush V.A. Medical Center, 1481 West 10th Street, Indianapolis, Indiana 46202 ("Medical Center"). The WARN Act refers to this as a "plant closing."

This plant closing will result in the permanent layoff of all Goodwill personnel who work at the Medical Center, including 56 Janitors and 4 Managers. The layoffs are expected to take place on September 30, 2015. No bumping rights exist and the layoffs are permanent. Notification of the plant closing was also sent to the Mayor of Indianapolis and the affected employees themselves. None of the employees are represented by a labor union.

This plant closing is the result of unforeseeable business circumstances. Specifically, the Medical Center unexpectedly ended its longstanding contractual relationship with Goodwill without any prior notice of performance problems. Instead, it is believed that the Medical Center has abruptly decided to perform the services previously performed by Goodwill using its own staff.

A handwritten signature in cursive script, appearing to read 'Jim Humphrey'.

Jim Humphrey
Vice President, Commercial Services
Goodwill Industries of Central Indiana, Inc.