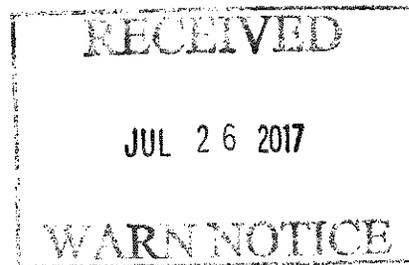


ResCare

July 24, 2017

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



Dear Dislocated Worker Team:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that the Arbor E&T, LLC d/b/a ResCare Workforce Services (RWS) Indiana Employment and Training contract is ending effective September 30, 2017. This will result in the layoff of 169 team members throughout the state who perform duties under this contract.

I have attached a spreadsheet that lists the affected employees and positions. None of these employees have bumping rights within the Company. The employees at these operations are not represented by a union or collective bargaining agreement. Our understanding is the employees may have an opportunity to apply for positions with the new contractor and those selected will begin employment on October 1, 2017.

Should you have any questions or need additional information, please contact

Cindy Marzec, Manager of Human Resources
Arbor E&T, LLC, dba ResCare Workforce Services
942 N. 10th Street, Suite 228
Noblesville, IN 46060
(317) 753-4118

Sincerely,

Arbor E&T, LLC, dba ResCare Workforce Services

A handwritten signature in cursive script that reads "Cindy Marzec".

Cindy Marzec, Human Resources Manager

cc: Mr. Anthony Gibson
Mr. Steve Hendricks
Ms. Michelle Day