

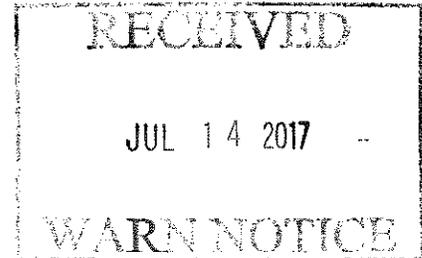
TOKUSEN U.S.A., Inc.
1010 W. Weir Rd.
Scottsburg, IN 47170



Phone: 812-752-2036

July 13, 2017

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



RE: NOTICE OF LAYOFF TO AFFECTED EMPLOYEES PURSUANT TO THE WORKER ADJUSTMENT AND RETRAINING NOTIFICATION (WARN) ACT

I would like to announce that Tokusen U.S.A., Inc. (TUI) will suspend operations at its Scottsburg, IN facility (located at 1010 W. Weir Rd, Scottsburg, IN), and a number of TUI employees will experience layoffs. This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, will be distributed to the Scottsburg workforce to inform them that they could be laid off due to the idling of this plant. The purpose of this notice is to provide answers to some questions that your office may have regarding their potential layoff. The information provided below represents the best information available to the company at the time this notice was issued.

If an employee is laid off, will the layoff be permanent or can the employee expect to be recalled to employment at some time in the future?

At this time, employees should consider any layoff to be permanent. As part of an organized effort to idle the plant, TUI may retain some positions longer than others; however, once production ceases, no TUI employee who is laid off should count on being recalled to employment with the company.

When will layoffs begin and when are employees likely to be laid off?

TUI expects layoffs could begin around mid-September, 2017; however, it is possible that layoffs will not start until December, 2017. The layoffs may come in stages, depending upon the need for workers as the plant-idling activities move towards completion.

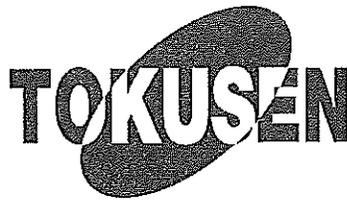
Will the company be providing any severance benefits to employees who are laid off?

TUI hopes to provide laid-off employees with some severance, if possible. Severance details will be made known in a separate communication. Additionally, TUI will coordinate with WorkOne (Indiana Department of Workforce Development) to provide employees with further information regarding unemployment insurance benefits, job placement assistance, and job training.

A Registered QS-9000 Quality Company



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Scottsburg, IN 47170



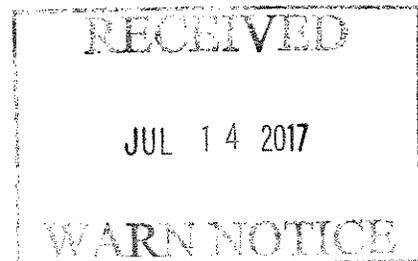
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Job Title	Employees Effected	Job Title	Employees Effected
CD Operator	3	Plant HR Manager	1
Electrical Tech Class III	3	PP Operator	8
FD Operator	6	Process Engineer	2
HP Operator	1	Process Technician	1
HR Assistant	1	Production Manager	2
Inspection Operator	1	Purchasing Agent	1
Inspection Team Leader	1	Stranding Operator	17
Maintenance Manager	1	Supervisor	7
Mechanic Class I	2	Engineering Manager	1
Packer	1	Technical Engineer	1
Plant Engineering Manager	1	Total	62

If you have further questions or need additional information, you may contact Shannon Robinson, Plant Human Resources Manager, at (812) 414-3110 or Cheryl Schwab, Corporate Human Resources Manager, at (501) 327-6800 ext. 219.

Sincerely,

Charles Smith, Vice-President of Operations



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