

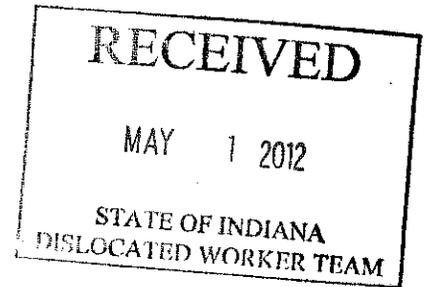


April 27, 2012

30400 Telegraph Road, Suite 200  
Bingham Farms, MI 48025  
Phone 248.415.8500  
Fax 248.415.8520

**VIA E-MAIL, FACSIMILE AND FIRST CLASS MAIL**

Indiana Department of Workforce Development  
Dislocated Worker Unit  
10 North Senate Ave.  
Indianapolis, IN 46204-2277  
Facsimile: (313) 233-1670  
Email: [warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov)



Dear Sir/Madam:

To the extent required by law, this letter is being sent to you in order to notify you that Arden Companies ("Arden") is permanently closing its entire facility located at 230 S. Progress Drive East, Kendallville, IN 46755, effective on June 29, 2012. This will result in the permanent layoff of forty-six (46) employees on or before June 29, 2012. The Plant Manager was offered and accepted a position reporting to corporate headquarters located in Bingham Farms, Michigan. Enclosed is a document listing the job titles of the positions affected.

There are no bumping, re-employment, transfer or reassignment rights. Arden does not have a unionized workforce. Arden is not a party to any collective bargaining agreement.

Arden has decided to close its Kendallville, Indiana facility as a result of the company's continued strategic approach to asset utilization and improving operating efficiencies. Notice has been appropriately given to employees. Eleven (11) of the forty-six (46) employees, who have a starting date of employment with Arden on or after March 19, 2012, will be terminated on April 27, 2012. It is anticipated that the remaining thirty-five (35) employees will be terminated on June 29, 2012.

Arden has decided to provide this notice to you in a manner consistent with the voluntary disclosure provisions of The Worker Adjustment and Retraining Notification Act (WARN), 29 U.S.C. § 2101, *et seq.* Should you have any questions, please contact me at Arden Companies, 30400 Telegraph Road, Bingham Farms, MI 48025. My telephone number is (248) 415-8486. You also may reach me by email at [dlanni@ardencompanies.com](mailto:dlanni@ardencompanies.com).

Very truly yours,

David Lanni

Vice President, Human Resources,

Enclosure



Kendallville, IN Facility - Affected Jobs

1. Plant Manager
2. Dotcom – Sewing
3. Material Handling/FL
4. Lead Worker
5. Dotcom – Cutting
6. Dotcom – Cutting
7. Dotcom – Sewing
8. Dotcom – Sewing
9. Dotcom – Sewing
10. Sew Across/Channel
11. Dotcom – Sewing
12. Lead Worker
13. Dotcom – Sewing
14. Shipping – Outdoor
15. Dotcom – Sewing
16. Dotcom – Sewing
17. Production Manager
18. Packing
19. Material Handling
20. Dotcom – Sewing
21. Packing
22. Dotcom – Sewing
23. Stuff/Straighten
24. Dotcom – Cutting
25. Shipping
26. Dotcom – Sewing
27. Maintenance/Cleaning
28. Maintenance/Cleaning
29. Stuff/Straighten
30. Supervisor
31. HR
32. Stuff/Straighten
33. Inspection/Quality
34. Quality Supervisor
35. Office – Hourly
36. Packing
37. Material Handling
38. Cutting
39. Dotcom – Cutting
40. Packing
41. Stuff/Straighten
42. Stuff/Straighten
43. Packing
44. Stuff/Straighten
45. Shell Sewing
46. Dotcom – Sewing
47. Dotcom – Cutting

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