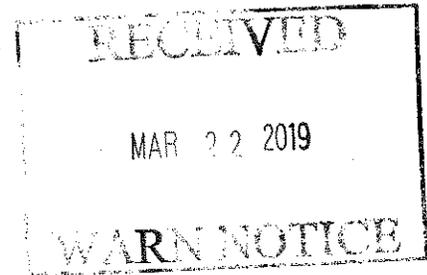


To: Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277



From: White's Residential and Family Services, Inc.

Date: March 22, 2019

To Whom It May Concern:

By notice dated December 14, 2018, we advised you that White's Residential and Family Services (the "Company") is closing its entire Northwest Indiana facility located at 12501 N. SR 49, Wheatfield, Indiana, 46392 (the "Wheatfield facility"). In that notice, you were also advised that employees at the facility would be terminated from employment commencing on February 22, 2019, and that such action is expected to be permanent in nature. You were also advised that there are no bumping rights and that there is no union representative of affected employees.

By a later notice dated February 7, 2019, we advised you that two specific employees affected by this action, Keith Allen and Carl Allen, would not be terminated from employment on February 22, 2019, as you had previously been notified. We advised you that Keith Allen's and Carl Allen's employment would be extended due to the Wheatfield facility not being sold as anticipated and the Company's subsequent need to maintain the grounds and provide security through March 22, 2019, at which time their employment with the Company would be terminated.

The Company has recently determined that, again due to the Wheatfield facility not being sold as anticipated, its need to maintain grounds and provide general security 24 hours a day, 365 days a year requires us to maintain the employment of Keith Allen and Carl Allen until May 3, 2019. Accordingly, this letter is to notify you that the employment of these two employees (whose respective job titles will remain Facilities and Campus Security Manager and Maintenance Specialist) will not terminate on March 22, 2019. Instead these employees will remain employed by the Company until and including May 3, 2019. These employees do not have bumping rights and are not represented by any union representative.

For further information regarding this action, please contact Amy Trowbridge, Director of Human Resources, at 260-563-1158. Thank you.

Sincerely,

A handwritten signature in cursive script, appearing to read "Amy".

Amy Trowbridge

