

**HICKORY CREEK HEALTHCARE FOUNDATION**  
6081 East 82<sup>nd</sup> Street, Suite 120  
Indianapolis, IN 4620-1562

March 26, 2014

**Via Email and Overnight Delivery**

Jennifer Long  
Rapid Response Dislocated Worker Program Director  
Dislocated Worker Unit  
Indiana Department of Workforce Development  
10 N. Senate Ave., Ste. SE312  
Indianapolis, IN 46204-2277  
[jlong@dwd.in.gov](mailto:jlong@dwd.in.gov)  
[warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov)

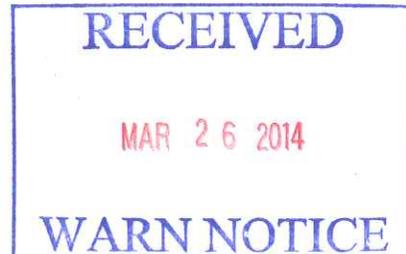
Board of Commissioners of Delaware County  
100 W. Main St  
Muncie, IN 47305  
[lbedsoe@co.delaware.in.us](mailto:lbedsoe@co.delaware.in.us)  
[jking@co.delaware.in.us](mailto:jking@co.delaware.in.us)  
[sriggin@co.delaware.in.us](mailto:sriggin@co.delaware.in.us)

**Re: NOTICE OF LIKELY PLANT CLOSING AND/OR MASS LAYOFF**

Dear Ms. Long and Board of Commissioners:

Hickory Creek Healthcare Foundation ("Hickory Creek" or "the Company") operates a number of skilled nursing facilities for elderly and developmentally disabled individuals in Indiana and Ohio. Over the past several months, the State of Indiana has placed Hickory Creek's facility in Gaston, Indiana under stringent regulatory scrutiny. Although we initially believed that the issues and concerns raised by the state could be successfully resolved, our very recent conversations with state officials suggest that this will not be the case, and that the state is likely to require that Hickory Creek at Gaston close its doors sometime in the next several weeks. The actual date of closure is not certain at this time, but the current date identified by the state is May 4, 2014.

If the state does require closure of the Hickory Creek at Gaston facility, the employment of all employees currently working at that facility will end. Accordingly, even though the closure of the facility is not a certainty, and the exact timing of any such closure has not been firmly established, we are providing this notice in accordance with the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 et seq. Unfortunately, it appears that we will not be able to provide you or the affected employees with the full 60 day notice contemplated by the WARN Act because the state government's intention to require closure of



the facility was not reasonably foreseeable until just the past few days. Because the state regulatory actions were unexpected and not within Hickory Creek's control, we believe that this situation satisfies the requirements of the "unforeseeable business circumstances" exception under the WARN Act.

In accordance with the WARN Act, Hickory Creek is providing you with the following information:

1. As explained earlier in this letter, it currently appears likely that the State of Indiana will not allow Hickory Creek at Gaston (located at 502 N. Madison Street, Gaston, IN 47342) to maintain the appropriate regulatory approvals to continue its operations, and therefore there is a high probability that Hickory Creek will cease operations of the Gaston facility.
2. If the State of Indiana does not allow Hickory Creek the ability to continue operating the Gaston facility, it is currently anticipated that the Gaston facility would close on or about May 4, 2014. It is possible that the state could require closure of the facility at an earlier date or a later date. Based on our current projections, however, the affected employees are likely to be terminated from employment at some point during the period from May 1, 2014 through May 14, 2014.
3. The closure of the Gaston facility is expected to be permanent.
4. A list of the job categories that would be affected by the closure of this facility, and the number of employees in each job category, is attached.
5. The affected employees do not have any "bumping" rights (the right to take another employee's job). The employees at the Gaston facility are not represented by a union.
6. The Company will provide you with additional information once the Company has more definite information about the outcome of the state's regulatory actions and the future operations at the Gaston facility. In the meantime, for additional information about the possible closing of the facility, you may contact Pamela Sipes, at (765) 358-3324, or me.

Sincerely,



Brent Waymire  
Vice President of Operations  
(317) 570-0266

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MAR 26 2014

WARN NOTICE

Hickory Creek at Gaston - Employee Count  
As of March 25, 2014



Position	Full-Time	Part-Time
Administrator	1	
Director of Nursing	1	
Business Office Manager	1	
Business Office Assistant	1	
Nurses (RN's)	1	2
Nurses (LPN's)	7	2
Certified Nursing Assistants (CNA's)	22	3
Active Treatment Facilitators (ATF's)	17	4
Qualified Intellectual Disability Professional's (QIDP's)	4	
Dietary Services Manager	1	
Dietary Cooks	2	
Dietary Assistants	4	2
Housekeeping Supervisor	1	
Housekeepers	5	1
Laundry Assistants	3	1
Maintenance Supervisor	1	
Maintenance Assistant	1	
Social Services	2	
Activity Director	1	
	SUB TOTAL	76
		15

GRAND TOTAL - ALL EMPLOYEES / JOBS

91