

May 15, 2013

**VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED**

Hon. Mark Kruzan  
Mayor  
City of Bloomington  
401 North Morton St.  
Bloomington, IN 47404

**and VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED and  
VIA EMAIL: [ikiesling@co.monroe.in.us](mailto:ikiesling@co.monroe.in.us)**

Iris F. Kiesling  
President  
Monroe County Commissioners  
100 West Kirkwood Ave.  
Bloomington, IN 47404-5140

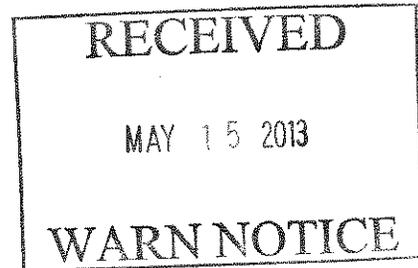
**and VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED and  
VIA EMAIL: [warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov)**

Jennifer Long  
Indiana Department of Workforce Development  
State Dislocated Worker Program Coordinator  
10 N. Senate Ave., SE312  
Indianapolis, IN 46204

Dear Mayor Kruzan, Commissioner Kiesling, and Ms. Long:

Hartmann USA, Inc. ("Company") operates a facility at 4265 W. Vernal Pike, Bloomington, IN 47404. We sincerely regret to inform you of a layoff and plant closing which will affect the employment of all of the individuals who are employed at the above-referenced location.

This notice is given pursuant to the Worker Adjustment and Retraining Notification Act, P.L. 100-379, 102 Stat. 890, 29 U.S.C. § 2101 *et seq.* ("Act"). This layoff may constitute a "mass layoff" or a "plant closing" as those terms are defined in the Act. To the extent that the above-described actions constitute a covered event under the Act, or any other federal or state law requiring advance notice, this letter is intended to fulfill any requirements of such laws. By providing this information, however, the Company does not concede that any such laws apply or that this notice is required.



This layoff is a result of the Company's decision to discontinue operations at the Bloomington, Indiana, facility and transfer such operations to the Company's existing operations at its facility located in Rock Hill, South Carolina. This will result in the termination of the employment of all of the approximately 72 employees who are employed at our Bloomington facility. A few employees will be given an opportunity to continue their employment at the Rock Hill facility, but we do not know how many might accept that opportunity.

We will do what we can to assist our employees who are affected by this decision, and we want you to know that our decision to close the Bloomington facility is certainly not a reflection on them or their abilities in any manner. In addition, we will be offering career transition assistance services to employees. We also intend to offer separation packages to those employees who remain with the Company through the date designated by the Company as their date of separation.

The layoffs of employees will likely occur in stages, and we are providing you with as much advance notice as possible. We anticipate that the first stage of layoffs will occur in 2014, and that they should be complete in mid-year 2014. An exact schedule has not been determined because our ability to move through the layoff stages is largely dependent on our ability to transition operations to our Rock Hill facility in accordance with our current plans. This action is expected to be permanent. The Company does not have provisions for "bumping rights" for employees at this or any other location. No labor union is involved in this matter.

Other information listed at 20 C.F.R. §639.7(e) will be maintained on site and will be made readily accessible to you upon request. Also enclosed is a list of the positions likely to be affected and the number of employees in each position. The Company has also sent individual letters to the affected employees which contain this information.

This notice is based on the best information available at this time. Please contact Steve Gusse, Vice President Operations, at (812) 332-3703 (extension 208) or Bryan Sherrel, Chief Financial Officer, at (803) 985-1145 if you wish to obtain further information concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Bryan Sherrel".

Bryan Sherrel, Chief Financial Officer  
HARTMANN USA, Inc.  
481 Lakeshore Parkway  
Rock Hill, South Carolina 29730

Attachment: List of positions likely affected and number of employees in each position  
RETURN RECEIPT REQUESTED

Cc: Mr. John Gilbert, President and Chief Executive Officer  
Mr. Steve Gusse, Vice President Operations



**Individuals Selected and Not Selected:** The following is a listing of the job titles and number the employees who were and were not selected for this reduction in force:

Job Title / Position	# of Affected Individuals
Selected For Reduction In Force:	
Manufacturing Technical Services Manager	1
Director Supply Chain	1
Human Resources	1
Maintenance	7
Manufacturing / Production	38
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Plant Controller	1
Production Supervisor	1
Quality Control	4
Samples	1
Shipping / Receiving Manager	1
Shipping and Receiving	7
Supply Chain Administration	1
Supply Chain Supervisor	1
Total	<hr/> 65
NOT Selected For Reduction In Force:	
Maintenance	1
Process Specialist	1
Manufacturing / Production	1
Production Supervisor	1
Quality Assurance / R&D Manager	1
Samples Supervisor	1
Vice President Operations	1
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