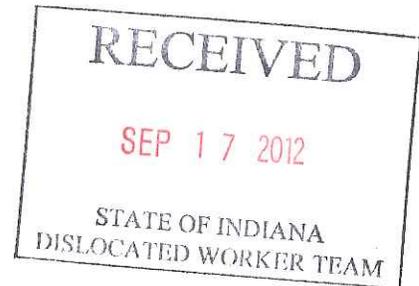


September 14, 2012

Via Overnight Mail

Mickey Kinder
Supervisor, Dislocated Worker Unit
Indiana Department of Workforce Development
10 N. Senate Ave., Ste. SE302
Indianapolis, IN 46204-2277



Re: Notice of Plant Closing and/or Mass Layoff

Dear Mickey Kinder:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (the "WARN Act"), this letter serves as official notice that on or about March 31, 2013, Newell Operating Company, d/b/a Ashland Hardware will wind down production at its facility located at 790 West Commercial Avenue, Lowell, IN and shut down the plant. As a result, 66 employees will be laid off. The Company anticipates that this layoff will be permanent. Bumping rights are not applicable to this plant closing.

The Company expects that layoffs will commence on November 16, 2012 and continue through March 31, 2013. All affected employees will receive either 60 days of wages and benefits in lieu of notice, 60 days notice, or a combination of the two to ensure compliance with the WARN Act. If you would like information on the job titles of the positions to be affected or the exit schedule, please let me know. There is no union representing affected employees.

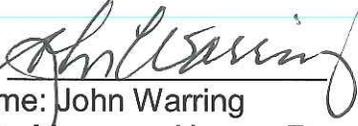
For further information regarding this matter, please contact me at the following address and telephone number:

John Warring
Manager, Human Resources
790 West Commercial Avenue
Lowell, IN 46356
Telephone: (219) 690-2464

I am also the official contact for the Company for purposes of the statutes.

Sincerely,

Ashland Hardware

By: 
Name: John Warring
Title: Manager, Human Resources
