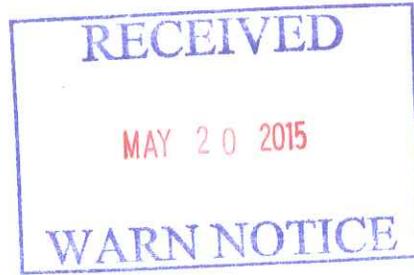




**Goodwill Industries  
of Central Indiana, Inc.**  
1635 W. Michigan St.  
Indianapolis, IN 46222  
317-524-4313  
Fax: 317-524-4336  
www.goodwillindy.org



May 20, 2015

**VIA CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**  
**AND E-MAIL (WARN-NOTICE@DWD.IN.GOV)**

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

Re: Goodwill Industries of Central Indiana, Inc. Plant Closing

Dear Dislocated Worker Unit:

In accordance with the Worker Adjustment and Retraining Notification Act ("WARN Act"), this letter will serve as written notice that Goodwill Industries of Central Indiana, Inc. ("Goodwill") will shutdown its operations at the Richard L. Roudebush V.A. Medical Center, 1481 West 10th Street, Indianapolis, Indiana 46202 ("Medical Center"). The WARN Act refers to this as a "plant closing."

This plant closing will result in the permanent layoff of all Goodwill personnel who work at the Medical Center, including 63 Janitors and 4 Managers. The layoffs are expected to commence on July 1, 2015, and be completed by August 1, 2015. On July 1, 2015, 32 Janitors will be laid off and on August 1, 2015, 31 Janitors and 4 Managers will be laid off. No bumping rights exist and the layoffs are permanent. Notification of the plant closing was also sent to the Mayor of Indianapolis and the affected employees themselves. None of the employees are represented by a labor union.

This plant closing is the result of unforeseeable business circumstances. Specifically, the Medical Center unexpectedly ended its longstanding contractual relationship with Goodwill without any prior notice of performance problems. Instead, it is believed that the Medical Center has abruptly decided to perform the services previously performed by Goodwill using its own staff. While we would have preferred to have provided you with at least a 60-day notice of these developments, we have provided you with as much notice as practicable as Goodwill was informed of the Medical Centers final decision on the afternoon of May 18, 2015 – just two business days ago.

Should you have any questions or need any additional information regarding this matter please contact Bryan Bush at 317-524-4320 at your convenience.

Sincerely,

Bryan Bush  
Director of Human Resources