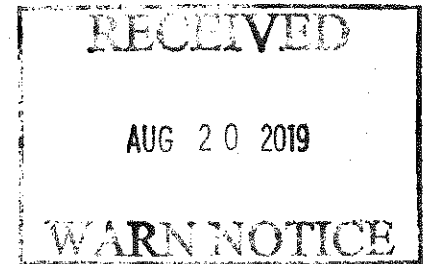


August 20, 2019

Via UPS delivery and electronic mail

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277
Email: warn-notice@dwd.in.gov



RE: POET Biorefining – Cloverdale, LLC – Federal WARN Notice

To Whom This May Concern:

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN Act”), to inform you that POET Biorefining – Cloverdale, LLC (hereinafter the “Company”) has decided to cease production operations indefinitely and that a mass layoff at its facility in Cloverdale, Indiana shall occur. Please find below all information required to be provided to relevant government authorities pursuant to the WARN Act:

1. The name and address of the employment site where the plant closing or mass layoff will occur, and the name and telephone number of a company official to contact for further information.

- a. The Company’s facility located at 2265 E County Road 800 South, Cloverdale, IN 46120.
- b. Michael Walz, Director, Public Affairs/State Government Relations, may be contacted for further information at 900 7th Street NW, Suite 820, Washington, DC 20001 at (202) 756-5602.

2. A statement as to whether the planned action is expected to be permanent or temporary and, if the entire plant is to be closed, a statement to that effect.

- a. The Company will idle production operations at its facility located at 2265 E County Road 800 South, Cloverdale, IN 46120. As a result, a mass layoff shall occur. This action is expected to be permanent with no plan to resume operations in the future. A small portion of the facility shall continue to operate for purchasing and storing product there, but actual production shall cease indefinitely.

3. The expected date of the first separation, and the anticipated schedule for making separations.

a. All employees who shall be laid off are expected to be terminated effective October 18, 2019.

4. The job titles of positions to be affected, and the number of affected employees in each job classification.

Job Title	Number of Affected Employees
Accountant	1
Controller	1
Custodian	1
EH&S Specialist II	1
Electrician	2
Fabricator	2
General Manager	1
Laboratory Technician	2
Maintenance Clerk	1
Maintenance Supervisor	1
Maintenance Technician	5
Material Handler	7
Materials Manager	1
Operations Manager	1
Plant Engineer	2
Plant Technician I	15
Quality Manager	1
Senior Accountant	1
Shift Supervisor	4
Total	50

5. An indication whether or not bumping rights exist.

a. Bumping rights do not exist.

6. The name of each union representing affected employees, and the name and address of the chief elected officer for each union.

a. There is no union representation.

Thank you for your attention to this matter. Please contact me should you require any additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Waiz". The signature is fluid and cursive, with a long horizontal stroke at the end.

Michael Waiz
Director, Public Affairs/State Government Relations

