



**Signature HealthCARE of Bluffton**

1529 West Lancaster Street

Bluffton, IN 46714

Phone: 502-568-7800

[scucksey@signaturehealthcarellc.com](mailto:scucksey@signaturehealthcarellc.com)

November 2, 2020

*Via Certified Mail and Email*

Mayor John Whicker  
City of Bluffton  
128 East Market Street  
Bluffton, IN 46714  
[john.whicker@blufftonindiana.gov](mailto:john.whicker@blufftonindiana.gov)

Indiana Department of Workforce Development  
Workforce Transition Unit, SE308  
10 North Senate Avenue  
Indianapolis, IN 46204-2277  
[warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov)

Re: Signature HealthCARE of Bluffton

Dear Mayor Whicker and Indiana Department of Workforce Development:

This letter follows up on our recent announcement to all staff at Signature HealthCARE of Bluffton ("Bluffton") that we will be winding down the long term care services currently provided at the Bluffton facility and providing an opportunity for patients to transfer to other local facilities of their choice. Winding down of operations, which we anticipate will occur over the next sixty (60) days with a closure date of the Bluffton facility on or about December 31, 2020, will allow us to better serve our patients and staff in these challenging times. We will be able to provide some of the employees at the Bluffton facility an employment transfer opportunity at other Signature facilities within a reasonable commuting distance. We are committed to that process.

Under the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), an employer may be required to provide certain information (called a "WARN Notice") to its employees if it is going to be closing a location permanently and a certain number of employees suffer what is called an "employment loss." There are many factors that determine whether a WARN Notice is required. We do not believe that this facility closure requires such a notice because, among other reasons, the closure will not affect fifty (50) or more employees. Nonetheless, we believe it is appropriate at this time to provide you with this information in writing so that the employees can receive all possible government benefits and services.

The Bluffton facility, which is located at 1529 West Lancaster Street, Bluffton, IN 46714, currently employs 33 full time and 5 part time and 10 PRN employees. A list of the job titles of those employees

and the number of employees in each job classification is attached to this letter as Exhibit A. The closure of the Bluffton facility is expected to be permanent. Some of the employees will have an opportunity to transfer to other Signature affiliated facilities. When the Bluffton facility closes permanently, those employees who have not transferred or accepted a transfer to another Signature affiliated facility will not have the right to "bump" or "replace" other employees at the Bluffton facility or any other location.

Sincerely,

*E. J. Permissin*  
*Shannon Cucksey*

Shannon Cucksey  
Director of Employee and Labor Relations

**Exhibit A – List of Affected Positions**

<b>Job Title</b>	<b>Number of Affected Employees</b>
Activity	1
Administrator	1
ABOM	1
BOM	1
CNA	16
Dietary Assistant Director	2
Dietary Director	1
Dietary Staff	4
Director of Nursing	1
LPTA	2
LPN	6
MDS LPN	1
Medication Aide	2
Occupational Therapist	1
Certified Occupational Therapist Assistant	1
Physical Therapist	1
Plant Director	1
Restorative Aide	1
Registered Nurse (RN)	1
Social Services	1
Staff Development RN	1
Unit Manager	1