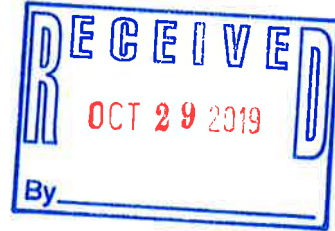




HEMISPHERE
DESIGN WORKS

October 29, 2019

Via Certified Mail/Return Receipt Requested
Facsimile (517) 373-7794
Email: JohnsonK2@michigan.gov



Ms. Krista Johnson - Manager
State of Michigan
Workforce Dev. Agency--Rapid Response Section
WIOA Title I Section
201 North Washington Square, 5th Floor
Lansing, MI 48913

Re: WARN Notice of Plant Closing

Dear Ms. Johnson:

This letter is intended to serve as notice pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), 29 USC § 2101 et seq. that KLO Holdings doing business as Hemisphere Design Works (the "Company") anticipates that it will permanently close it's the entire facilities located at 1790 & 1880 Sun Dolphin Dr., Muskegon, MI 49441.

The Company has been in the process of seeking capital which, if obtained, would have enabled it to avoid or postpone a closure and continue operations. Unfortunately, the Company's efforts have not been successful and the Company has unexpectedly learned that the term lender will not provide additional funding. As a result of this unforeseen business circumstance, the Company will now be forced to permanently close the facilities identified above and is providing as much notice as practicable of this closing.

The Company expects that it will permanently close the entire facilities by December 29, 2019. As the result of this closing, the employment of 68 employees will permanently end. Because of the unexpected circumstances encountered by the Company, job losses will begin on October 29, 2019 with additional job losses occurring by December 29, 2019. No bumping rights exist for employees.

Should you have any other questions, please contact Kiley Sluis at (231)332-1736.

Sincerely,

Kiley Sluis
Human Resources Manager