

August 30, 2017



**VIA FEDERAL EXPRESS**

The Department of Workforce Development  
Dislocated Worker Unit  
P.O. Box 7972  
Madison, WI 53707

Office of the Mayor, Appleton, WI  
Timothy Hanna, Mayor  
100 N. Appleton Street  
Appleton, WI 54911

Re: **Notice of Facility Closing**

To Whom It May Concern:

This letter is to inform you, pursuant to any obligation that may be required under applicable federal and/or state law, that Jackson National Life Insurance Company and National Planning Holdings, Inc. (together, the "Company") will close the facility located at 5555 W. Grande Market Drive, Appleton, WI 54913 (the "Facility").

Based on the best information available to the Company at this time, we estimate the closing of the Facility will occur by December 31, 2018. At this time, the Company anticipates that layoffs will occur on November 1, 2017. We presently expect eleven (11) employees to be separated effective November 1, 2017.

This action is expected to be permanent. Because the Company does not recognize bumping rights for its employees, terminated employees are not permitted to displace remaining employees based on seniority or any other factor.

Affected employees will be paid all wages and other benefits to which they are entitled (if any) through the remainder of their employment with the Company, up until their date of termination. On or before the effective date of each employee's termination, the Company will provide information concerning benefits available under separate cover to eligible affected employees.

Attached hereto as "Exhibit A" is a list of all affected positions and the number of affected employees in each job classification at the Facility. No applicable positions are represented by any collective bargaining representative. All affected employees are being notified of their employment terminations at least sixty (60) days before their terminations are scheduled to occur.

This notice is given based upon the best information available to the Company at this time. For further information, please contact Tom Janda, VP Rewards, Jackson National Life Insurance Company at (517) 367-3945 or [tom.janda@jackson.com](mailto:tom.janda@jackson.com).

Sincerely,

A handwritten signature in blue ink, appearing to read "Scott Romine", with a stylized flourish at the end.

Scott Romine  
NPH President and CEO

Enclosure (Exhibit A)

## **EXHIBIT A**

### **List of Affected Positions and Number of Affected Employees in Each Job Classification**

<b><u>Affected Position</u></b>	<b><u>Number of Affected Employees</u></b>
Business Analyst I	2
Business Analyst II	1
Internal Technology Solutions Specialist	2
Manager, Internal Technology Solutions	1
Regional Advisory Consultant	1
Systems and Data Solutions Analyst	1
Training Consultant, NPH	1
Transitions Coordinator	2