

**Abbington Management Corp – Statement Regarding Marketplace Notices**

Dear Employee:

Marketplace Notices are distributed to employees within 14 days of being hired via email. Marketplace Notices are specific to the Abbington location where you are employed and specific to your status as a full-time or part-time employee (eligible for insurance benefits or not).

If you would like another copy of the Marketplace Notice, please contact Abbington Management at 614-798-5110 and a notice will be provided to you free of charge.

Sincerely,

A handwritten signature in blue ink, appearing to read "J. Michael Haemmerle", with a stylized flourish at the end.

J. Michael Haemmerle

President