



COUNTRY FRESH, LLC

31770 Enterprise Drive Livonia, Michigan 48150 (734) 261-7980 fax (734) 261-2633

May 30, 2002

Mr. James Houck, Director  
Workforce Transition Unit  
Michigan Department of Career  
Development Workforce Programs  
Victor Office Center – 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, Michigan 48913

RECEIVED  
MDCD-OWD

JUN - 4 2002

WORKFORCE TRANSITION

**Re: Embest Dairy, 31770 Enterprise Drive, Livonia, Michigan 48150**

Dear Mr. Houck:

This letter is a conditional notice under the Worker Adjustment and Retraining Notification Act ("WARN") concerning Embest Dairy of Livonia, Michigan 48150. Embest is a division of Country Fresh, LLC.

Because of the sudden loss of a major customer, Embest will lay off 55 UAW bargaining unit employees, and 12 office and managerial employees, on June 3, 2002. This event is not covered by WARN because less than one-third of the employees at this facility will be affected. However, it is possible that there will be additional layoffs or that the plant will close if the lost business cannot be replaced. At this point, we cannot determine whether the present and any future layoffs will be permanent. It will depend on our ability to replace lost business.

Attached is a list of the job titles of the employees being laid off on June 3, and the number of employees in each job title. Most of these employees are represented by the International Union, United Automobile, Agricultural Implement and Aerospace Workers of America ("UAW") and its Local Union No. 985. There are no bumping rights applicable to office and management employees. There are bumping rights applicable to our union employees, as provided in our Collective Bargaining Agreement.

The names and addresses of the UAW officials are:

United Auto Workers Offices  
Stephen P. Yokich, President  
757 N Street, N.W.  
Washington, DC 20036

UAW Local No. 985  
Dale Callaway, President  
24827 Plymouth Road  
Redford, Michigan 48239

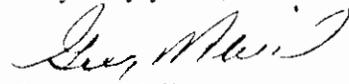


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Also attached is a list of the job titles that could be affected if further layoffs become necessary, and the number of employees in each job title. We are hopeful that further layoffs will not be necessary, but at this point we cannot be sure. We will advise you by supplemental notice if additional layoffs become foreseeable.

If you have any questions, please call Greg McNeil at telephone (616) 243-0173, and address 4460 44<sup>th</sup> St. S.E., Grand Rapids, Michigan, 49512.

Very truly yours,



Greg McNeil  
Director of Human Resources

**Jobs To Be Eliminated as of June 3, 2002**

<b>Job Description - Union Jobs</b>	<b>Number</b>
Processor	1
Batcher	1
Milk Receiver	1
Bottle Bager/Debager	1
Filler Operator	7
Blowmold Operator	4
Palletizer Operator	2
Hi-Lo-Support Operator	2
Break Person	5
Case Depalletizer	4
Day Off Swing Person	4
Order Selector	10
Warehouse Stock Person	1
Case Unloading	3
Ice Cream CIP Operator	1
Ice Cream Flavor Person	1
Utility Person	2
Maintenance Mechanic	4
Painter	1
<b>Total</b>	<b>55</b>

<b>Job Description - Non-Union Jobs</b>	<b>Number</b>
Quality Control Supervisor	2
Ice Cream Production Planner	1
Milk Loadout Supervisor	2
Ice Cream Loadout Supervisor	1
Production Supervisor	1
Order Entry Clerk	2
Maintenance Clerk	1
Sales Representative	1
Lab Technician	1
<b>Total</b>	<b>12</b>

Union Job Titles not laid off as of June 3,2002

Americo Operator	1
Batcher	2
Blowmold Operator	2
Box Former Operator	3
Break Relief	5
Case Depalletizer	2
Case Unloader	3
CIP Person	3
Distribution Clerk	1
Driver	29
Driver Switcher	3
Envoronmental	2
Filler Operator	14
Filler Packer	3
Freezer Cleanup	1
Freezer Receiver	1
Freezer Stock	2
HI LO Support	1
Stackoff I/C	5
Utility Person	6
ICP Flavor	1
Mechanic	12
Milk Receiver	1
Order Selector	17
Palletizer	2
Processor	2
Warehouse/Cooler Reciever	2
Total	128

## **Non Union Positions Not Being Laid Off**

<b>General Manager</b>	<b>1</b>
<b>Plant Manager</b>	<b>1</b>
<b>Administrative Assistant</b>	<b>1</b>
<b>Maintenance Manager</b>	<b>1</b>
<b>Production Planner</b>	<b>1</b>
<b>Material Planning Superviso</b>	<b>1</b>
<b>Controller</b>	<b>1</b>
<b>Quality Control Manager</b>	<b>1</b>
<b>Distribution Supervisor</b>	<b>1</b>
<b>Sales Representative</b>	<b>2</b>
<b>Sales Manager</b>	<b>1</b>
<b>Quality Control Supervisor</b>	<b>1</b>
<b>Distribution Coordinator</b>	<b>1</b>
<b>Maintenance Supervisor</b>	<b>1</b>
<b>Personnel Supervisor</b>	<b>1</b>
<b>Payroll Clerk</b>	<b>1</b>
<b>Office Manager</b>	<b>1</b>
<b>Lab Technician</b>	<b>3</b>
<b>General Foreman</b>	<b>2</b>
<b>Loudout Supervisor</b>	<b>2</b>
<b>Production Supervisor</b>	<b>5</b>
<b>Office Clerks</b>	<b>1</b>