

MICHIGAN SUGAR COMPANY

March 15, 2005

RECEIVED

MAR 16 2005

Certified Mail – Return Receipt Requested

Ms. Deborah Hennessey
Michigan Department of Career Development
201 North Washington Square
Fifth Floor
Lansing, Michigan 48913

**RAPID RESPONSE
WORKFORCE PROGRAMS**

Re: Suspension of Operations at Michigan Sugar's Carrollton Plant
341 Sugar Street, Carrollton, Michigan 48724

Dear Ms. Hennessey:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), 29 USC 2101 *et seq.*, which requires employers to give official notice to certain governmental units or officials of a pending mass layoff. As you may know, Michigan Sugar Company has recently decided to suspend operations at the above-referenced plant in Carrollton, Michigan. While no exact date has been established for the mass layoffs, they are anticipated to take place on or soon after May 15, 2005.

The suspension of operations at the Carrollton plant will affect both employees not represented by any union and employees represented by the Bakery, Confectionary, Tobacco Workers & Grain Millers, AFL-CIO-CLC. The chief elected official of this union is Freddy Dupuis. He may be contacted at (989) 752-1040. The employees not represented by a union and whose jobs will most likely be eliminated are identified on the attached list.

While the employees represented by the union possess bumping rights under contract, none of the other employees maintain any bumping rights. Furthermore, the collective bargaining agreement references the potential for transfer of employees to other Michigan Sugar plants and it is conceivable that some unrepresented employees could be offered a transfer to another plant. However, at present, the company does not know which, if any, employees will be offered any transfer options.

Thank you for your attention to this matter. Should you have any questions or concerns, please feel free to contact me at (989) 799-7300.



GENERAL OFFICES
4800 FASHION SQUARE BOULEVARD, P.O. BOX 1348
SAGINAW, MICHIGAN 48605-1348
TELEPHONE (989) 799-7300 · FAX (989) 799-4643

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Sincerely,

A handwritten signature in black ink that reads "Jeffrey Adamo". The signature is written in a cursive style with a long horizontal stroke at the end.

Jeffrey Adamo
Director of Human Resources

Enclosures