



The GEO Group, Inc.

Michigan Youth Correctional Facility
1805 W. 32nd St.
Baldwin, MI 49304

TEL: 231 745 9711

www.thegeogroupinc.com

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JUL 28 2005

RAPID RESPONSE
WORKFORCE PROGRAMS

July 26, 2005

Ms. Deborah Hennessey
Michigan Department of Career Development
201 N. Washington Square, 5th Floor
Lansing, MI 48913

Re: Local Government Notice of Plant Closing Under Worker Adjustment and Retraining Act

Dear Ms. Hennessey:

This notice is being given to you on this date pursuant to the Worker Adjustment Retraining Notification Act of 1988. This Act requires employers to give official notice of a pending "plant closing" (as that term is defined under the Act) to certain persons who are affected by the pending closing.

GEO currently provides correctional services at the Michigan Youth Correctional Facility (MYCF) located at 1805 West 32nd Street, Baldwin, MI 49304 pursuant to an operations contract with the Michigan Department of Corrections (MDOC). GEO received a letter from the state Department of Management and Budget dated June 30, 2005 giving GEO a 90-day notice of the state's intent to cancel GEO's operations contract. GEO has been in discussions with the MDOC and the Michigan State Legislature to prevent the cancellation of this contract. Members of the Michigan State Legislature, through certain key committee actions, have shown support for continuing our contract beyond the notified cancellation date, but there is no assurance that we will, in fact, succeed in keeping the facility open beyond the 90-day contract cancellation date.

Unless otherwise notified, it is currently anticipated that, as a result of this closing, all employment at the MYCF will be terminated on September 30, 2005. Please note that MYCF employees do not have displacement or bumping rights for other positions within the company. This action is expected to be permanent. Unless we are successful in reaching agreement with the state to continue our operations contract beyond September 30th, the Michigan Youth Correctional Facility will remain permanently closed. You will be promptly notified of any changes affecting the employment status of MYCF employees.

The following Table lists the job titles of positions that will be affected and the number of affected employees in each job classification:

| Title of Position | # of Employees |
|--------------------------|----------------|
| ACTING SERGEANT | 2 |
| BOOKKEEPER | 1 |
| CONTROL CLERK | 4 |
| COOK | 5 |
| CORRECTIONS OFFICER | 129 |
| EXECUTIVE SECRETARY | 1 |
| HR CLERK | 2 |
| INMATE RECORDS CLERK | 1 |
| LICENSED PRACTICAL NURSE | 1 |
| MAILROOM CLERK | 1 |

| Title of Position | # of Employees |
|-------------------------------|-----------------------|
| MAINTENANCE SUPV | 1 |
| MAINTENANCE TECHNICIAN | 3 |
| MEDICAL RECORDS CLERK | 1 |
| P/T DENTAL ASSISTANT | 1 |
| P/T JANITOR | 1 |
| P/T MASTERS SOCIAL WORKER | 1 |
| P/T RADIOLOGY TECHNICIAN | 1 |
| P/T RECEPTIONIST | 1 |
| PAYROLL CLERK | 1 |
| PRODUCTION MGR, FOOD SERVICE | 1 |
| PROGRAMS CLERK | 1 |
| RECEPTIONIST | 1 |
| RECREATION SPECIALIST | 1 |
| REGISTERED NURSE | 9 |
| RN SUPV | 1 |
| SECRETARY | 1 |
| SECURITY CLERK | 1 |
| SERGEANT (NON SUPERVISORY) | 2 |
| SERGEANT (SUPERVISORY) | 11 |
| SUPPLY CLERK I | 3 |
| SUPV, COMMISSARY | 1 |
| TRAINING SERGEANT | 1 |
| ADMIN/GRIEVANCE LIEUTENANT | 1 |
| ASST MGR, BUSINESS | 1 |
| CAPTAIN | 2 |
| CASE MANAGER COUNSELOR | 3 |
| CASE MANAGER SUPV | 1 |
| CHAPLAIN | 1 |
| CHIEF OF SECURITY | 1 |
| DEPUTY WARDEN, PROGRAMS | 1 |
| DEPUTY WARDEN, SECURITY | 1 |
| EDUCATION DIRECTOR | 1 |
| HEALTH SERVICES ADMINISTRATOR | 1 |
| HR SPECIALIST | 1 |
| INSTRUCTOR, ACADEMICS | 7 |
| LIBRARIAN | 1 |
| LIEUTENANT (NON SUPERVISORY) | 1 |
| LIEUTENANT (SUPERVISORY) | 2 |
| MASTERS SOCIAL WORKER | 1 |
| MGR, BUSINESS | 1 |
| MGR, FIRE & SAFETY | 1 |
| MGR, FOOD SERVICE | 1 |
| NETWORK SUPPORT SPECIALIST | 1 |
| PROGRAMS SUPPORT SPECIALIST | 2 |
| SUBSTANCE ABUSE COUNSELOR | 1 |
| TRAINING CAPTAIN | 1 |
| WARDEN | 1 |

There are union employees at this facility and we have provided notice of the plant closing to the union representative in accordance with the Act. We enclose a copy of the letter sent to the union representative with this correspondence. The union employees are not entitled to displacement or bumping rights for other positions within The GEO Group. We also provided notice to the non-union employees and enclose a specimen copy of such a letter.

Should you have any questions, please contact me at (231) 745-9711.

Sincerely,

A handwritten signature in black ink that reads "Frank Elo". The signature is written in a cursive style with a large, sweeping "F" and "E".

Frank Elo, Warden

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OCT 05 2005



RAPID RESPONSE
WORKFORCE PROGRAMS

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1805 W. 32nd St.
Baldwin, MI 49304

TEL: 231 745 9711

USPS Mail Delivery

To: Ms. Deborah Hennessey
Michigan Department of Career Development
201 N. Washington Square, 5th Floor
Lansing, MI 48913

www.thegeogroupinc.com

From: Frank Elo, Facility Administrator

Date: 09/30/2005

This notice is being given to you on this date pursuant to the Worker Adjustment Retraining Notification (WARN) Act of 1988. This Act requires employers who have previously communicated a plant closure (as that term is defined under the Act) must also provide adequate notice of any extension of that notice.

Pursuant to the WARN letter dated July 27, 2005 (copy attached) previously delivered to all MYCF employees, this letter is to advise you of an extension of that notice.

Due to the delayed decision by the State of Michigan to cancel GEO's operational contract, it is impractical to affect the closure of the facility by the September 30, 2005 date contained in the previous notice.

Based on information available currently, the new date for the closure of the facility will be October 14, 2005. This action is expected to be permanent. Should any changes to this date occur you will be promptly notified of any changes affecting the status of MYCF employees.

Should you have any questions, please contact Donna (Hanson) Brown, Human Resource Manager.