Venture

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WORKFORCE TRANSITION

December 12, 2003

Workforce Transition Unit
Michigan Department of Career Development
Office of Workforce Development
5th Floor
201 N. Washington
Lansing, MI 48913

To Whom It May Concern:

This letter is to inform your office of a planned significant downsizing by Venture Industries. This notice is to comply with the federal Worker Adjustment and Retraining Notification (WARN) Act.

The employment site for which the reduction in force is planned is:

Venture
5050 Kendrick, S.E.
Grand Rapids, Michigan 49508

There will be approximately seventy three (73) employees affected by this significant downsizing. The expected date for the first separations is February 12, 2004. For further information, please contact Mark Tanis, Plant Manager, at 616-940-9637.

Sincerely,

Mark Tanis
Plant Manager
Venture Grand Rapids

5050 Kendrick S.E. Grand Rapids MI 49512 Phone: 616.940.9500 FAX: 616.940.9669