



Grand Rapids Plastics
Your Partner In Molding

Plastic Injection Molding & Assembly

WORKFORCE PROGRAMS

WIA

FEB 26 2016

RECEIVED

February 24, 2016

3910 Roger B. Chaffee SE
4220 Roger B. Chaffee SE
3860 Roger B. Chaffee SE
Grand Rapids, MI 49548
Ph 616.531.5455
Fax 616.532.4409

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED & FACSIMILE (517) 373-7794

Ms. Krista Johnson
Manager
Workforce Development Agency
State of Michigan
WIOA Title I Section
201 N. Washington Sq., 5th Floor
Lansing, MI 48913

Re: GRAND RAPIDS PLASTICS, INC. -- MASS LAYOFF --
UNFORESEEABLE BUSINESS CIRCUMSTANCES

Dear Ms. Johnson:

Please be advised that, on or around February 24, 2016, Grand Rapids Plastics, Inc. ("Grand Rapids Plastics") will begin permanently laying off a number of its employees at its Grand Rapids campus which includes the following addresses:

- 3860 Roger B Chaffee Blvd., Grand Rapids, MI 49548;
- 3910 Roger B Chaffee Blvd., Grand Rapids, MI 49548;
- 4080 Roger B Chaffee Blvd., Grand Rapids, MI 49548; and
- 4220 Roger B Chaffee Blvd., Grand Rapids, MI 49548.

The separations of the affected employees are expected to occur in 2 waves. Consistent with these plans, the last day of employment for the affected employees is anticipated to be one of the following dates:

- February 24, 2016, or within two weeks thereafter; or
- May 6, 2016, or within two weeks thereafter.

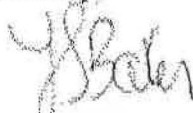
On February 18, 2016, FCA, LLC ("FCA") informed Grand Rapids Plastics that it is cancelling additional contracts with Grand Rapids Plastics. Grand Rapids Plastics reached out to FCA seeking clarification on FCA's intended actions, but FCA confirmed that all orders would cease immediately. As FCA is the main customer for the Grand Rapids campus, FCA's actions result in the need for permanent layoffs that were previously announced as indefinite and temporary in nature.

Unfortunately, this sudden, dramatic, and unexpected action was unforeseeable, without notice, and outside of Grand Rapids Plastics' control. This is the reason that Grand Rapids Plastics was unable to give sixty (60) days advance notice of all of the layoffs.

A list of the affected job titles and number of employees per classification is attached. None of these employees are represented by a union. The layoffs will be permanent and no bumping rights will exist.

For further information regarding this matter, please contact me at Grand Rapids Plastics, 3910 Roger B Chaffee Blvd., Grand Rapids, MI 49548, or via telephone at (616) 988-5546.

Sincerely,



Tammy Baker
Director of Human Resources

Attachment