



November 18, 2020

Via US Mail and Email

Department of Labor and Economic Opportunity, Workforce Development
Jimelle Blakley, Manager
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913
TAA@michigan.gov

Via US Mail and Email

Grand Rapids Mayor Rosalynn Bliss
300 Monroe Ave. NW
Grand Rapids, MI 49503
mayor@grcity.us

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Detroit Mayor Mike Duggan
2 Woodward Ave, Suite 1126
Detroit, MI 48226
DugganM@detroitmi.gov

To Whom It May Concern,

This letter is to inform your office of a planned mass layoff of an indefinite duration by Canal Street Brewing Company, LLC d/b/a Founders Brewing Company ("Founders"). While Founders intends that this layoff be temporary and less than six months in length, Founders cannot predict the duration of this layoff because of the ongoing COVID-19 pandemic and the mitigation efforts of state and local governments and health officials. Therefore, as it did in April of this year, out of an abundance of caution, Founders is providing this notice to comply with the Worker Adjustment and Notice Retraining Notification Act.

The employment sites for which the mass layoffs are planned are Founders' retail operations in Grand Rapids and Detroit: the Grand Rapids Taproom and Company Store and the Detroit Taproom. The address of the Grand Rapids Taproom and Company Store is 235 Grandville Avenue SW, Grand Rapids, MI 49503. The address of Founders' Detroit Taproom is 456 Charlotte Street, Detroit, MI 48201. In an effort to ease the burden on affected employees, Founders will continue to provide healthcare benefits to all affected employees at no cost to those employees through December 31, 2020 at a minimum.

As with its layoff of retail employees in April 2020, the mass layoff is presently expected to be temporary. The date of layoff for all affected employees is November 18, 2020. Enclosed with this letter is a list at each location of the job titles of the positions affected and the number of affected employees in each job classification. There are no bumping rights available to the employees involved. Affected employees are not represented by a union.

Greater advance notice of this mass layoff was not given because of the unforeseeable business circumstances provision in the WARN Act. This provision applies because of the recent acceleration of the spread of COVID-19 throughout our State and the corresponding renewal of certain restrictions on

bar, restaurant, and other retail operations directed by the Michigan Department of Health and Human Services (MDHHS) to slow the spread of COVID-19 throughout the State. The renewed MDHHS restrictions on Founders' retail business were not reasonably foreseeable at the time notice was required under the WARN Act. Specifically, on the evening of Sunday, November 15, 2020, MDHHS announced that beginning on November 18, 2020 and continuing for at least three weeks, indoor gatherings in restaurants and bars are prohibited, effectively permitting restaurants to provide only take-out. And, given the rapid spread of COVID-19 throughout the State in recent weeks and the approach of winter weather, it is unclear when MDHHS will allow in-person service to resume, what restrictions MDHHS or other governmental agencies will place on bars and restaurants going forward, or when customer demand will permit Founders to resume in-person services.

For further information or if you have any questions, please contact me at 616-204-2578 or strietera@foundersbrewing.com.

Sincerely,

Founders Brewing Company

A handwritten signature in black ink that reads "Audrey Strieter". The signature is written in a cursive, flowing style.

Audrey Strieter
Director of Human Resources