



FROZEN BAKERY

LETTER TO STATE OF MICHIGAN; LOCAL AUTHORITY

Jimelle Howard, Manager
Department of Labor and Economic Opportunity-
Workforce Development
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913

Jim Carruthers, Mayor
218 West Eleventh Street
Traverse City, Michigan 49684



RE: WARN Act Notice-Layoff of Employees at Sara Lee Frozen Bakery, LLC

Dear Ms. Howard and Mr. Carruthers:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that Sara Lee Frozen Bakery, LLC will engage in a mass layoff of employees at its facility located at 2314 Sybrandt Rd. Traverse City, MI 49684. We were unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed. This mass layoff is expected to be temporary. The expected date of separation will be May 18, 2020.

The Company is taking this action due to the sudden, unanticipated and unprecedented negative impact on our business as a result of coronavirus natural disaster which has significantly impacted demand in our foodservice division which primarily supplies restaurants, schools and hospitality. The mass layoff will result in the layoff of approximately 169 full time employees and 41 part-time employees, as defined by WARN (subject to bumping rights pursuant to an applicable collective bargaining agreement). All affected employees have been informed of the layoff. The duration of the mass layoff is unknown at this point, but we currently anticipate beginning some recalls in August 2020. Thus, this notice is being provided in an abundance of caution in the event layoffs exceed 6 months.

The affected employees are represented by Bakery, Confectionary, Tobacco Workers and Grain Millers Local 81 and its President is Dan Bristol. The union's mailing address is 757 E. Silver Lake Rd. S. Traverse City, MI 49684. A notice was mailed to the union on the same date as this letter.

If you have any questions or would like any additional information, please contact me at 231-922-3200.

Sincerely,

Paul Clark
Plant Manager

Sent via Regular mail and Email: Blakley.JJ@michigan.gov

Sara Lee Frozen Bakery
2314 Sybrandt Road Traverse City, MI 49684