



February 28, 2020

Jimelle Blakely
TAA State Coordinator
Workforce Development
201 N. Washington Square
Victor Office Center – 5th Floor
Lansing, MI 48913
blakleyj1@michigan.gov

Samuel Johnson
TRA Coordinator
Unemployment Insurance Agency
3024 West Grand Blvd, Suite 8-220
Detroit, MI 48202
JohnsonS36@michigan.gov

Mark Evans, Supervisor
Hopkins Township
1451 124th Avenue
Hopkins, MI 49328
supervisor@hopkinstownship.org



RE: WARN Act Notice

To Whom It May Concern:

This letter is being provided to you in accordance with the Worker Adjustment and Retraining Notification Act (“WARN Act”) in order to notify you that Shenandoah Growers, Inc. (“Company”) is permanently ceasing its production and packing operations at its Shelbyville, Michigan facility located at 2468 12th Street, Shelbyville, MI 49344 (“Michigan Facility”).

The Company has been forced to make this decision due to an unforeseen business circumstance that makes it impossible to continue its production and packing operations at this facility. Specifically, the Company just learned, unexpectedly, that we lost a major contract with a key retail client which was responsible for a substantial amount of volume and revenue that was handled at the Michigan Facility. Due to this unforeseen business circumstance, all operations at the Michigan Facility will be discontinued immediately except for certain transportation cross-docking operations.

As a result, the facility will cease packing and production operations on February 28, 2020 and all of the employees at this worksite will be laid off on February 28, 2020 with the exception of five (5) drivers in the transportation department. The layoffs at this facility will be permanent. The Company hopes to accomplish the layoff process with as little disruption as possible to the lives of our employees and the community and will be offering severance to eligible employees who have been employed with the company for six (6) months or more.

We regret not being able to provide you and the affected employees with additional advance notice; however, the Company was not aware that we would need to cease packing and production operations at the facility until we were informed of the loss of the source of a substantial amount of the facility's revenue this week. This unfortunate and unforeseen situation falls squarely within the "unforeseen business circumstances exception" to the advance notice requirements set forth in the WARN Act.

Below is a list of all positions affected by the reduction in force. All affected employees will be notified of the layoff on Friday, February 28, 2020. Bumping rights do not exist. Affected employees are not represented by unions.

If you need further information, please contact me at (540) 896-6939 or by email at dfurr@thatstasty.com.

Sincerely,



Darcy Furr, SHRM-SCP, SPHR
Chief Human Resources Officer
Shenandoah Growers, Inc.

Enclosure

