

April 9, 2020

Workforce Development Agency, State of Michigan
WIOA Title I Section
Krista Johnson, Manager
201 North Washington Square, 5th Floor
Lansing, MI 48913



Subject: Notice of Workforce Reduction

To whom it may concern:

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), Ameriwood Industries (Dorel) is providing notice of a reduction in the workforce that will affect a number of Ameriwood employees currently working out of our facility located at 202 Spaulding Street, Dowagiac, MI 49047.

This reduction is a result of a significant downturn in our business and has become immediately necessary due to the halt in business caused by the COVID-19 pandemic and the Governor of Michigan's "Stay Home, Stay Safe" Executive Order, which has shut us down almost entirely. Our parent company Dorel has been forced to make some hard financial decisions to survive this economy and this pandemic. One of these changes is to repurpose the Dowagiac facility from a manufacturing operation to a Distribution and Warehouse Operation supporting Dorel. Production operations will be moved along with the remaining equipment to other facilities. Dowagiac will be converted to a Midwest Distribution Center. This means a drastic change to the number of employees that will be needed going forward and the permanent elimination of a large number of jobs in Dowagiac effective immediately.

While we wish we could have provided a full 60 days' notice of these eliminations as sometimes required by the WARN Act, the immediate actions have become necessary due to the unforeseeable business circumstances caused by the COVID-19 pandemic and the Governor's Order. The pandemic likely also qualifies as a "natural disaster" under WARN. Because of this pandemic and the Governor's Order, we are already shut down and will be unable to return to our prior operations during what would have otherwise been a notice period.

This workforce reduction will affect approximately:

- Three (3) non-represented, Salaried Professionals, and
- Seventy-Six Hourly, non-represented Hourly employees.



A list of job titles subject to this reduction, and the names of the employees currently holding those job titles, is enclosed.

We expect that this reduction in workforce will be permanent. Employees whose positions are eliminated and who are terminated as a result of this reorganization will not have bumping rights. It is our understanding that they will be eligible to receive State Unemployment Compensation.

If you would like further information, you may contact Chuck Varney, Human Resource Director at 269 782-4752.

Sincerely,

A handwritten signature in blue ink, appearing to read 'JM Fournier', with a long horizontal line extending to the right.

Jean-Michel (Jim) Fournier
President
Ameriwood Home – Ridgewood Division