



COPY

Manpower  
1305 Lincoln Road  
Allegan  
Michigan 49010  
USA

T: 269 673 5457  
F: 269 673 5015  
www.manpower.com

December 15, 2008

Lloyd Conway  
Michigan Department of Labor and Economic Growth  
Bureau of Workforce Programs  
Workforce Transition Division, Rapid Response Section  
201 North Washington Square, 5<sup>th</sup> Floor  
Lansing, Michigan 48913

Re: WARN Act notification

Dear Mr. Conway:

This letter is providing notice that Manpower Inc. temporary employees assigned to work at Haworth Incorporated's facility located at 640 River St. in Allegan, Michigan will have their assignments ended and may suffer an employment loss as contemplated by the WARN Act. Manpower Inc. expects that its employees' assignments will be ended during a 14-day period commencing on December 31, 2008.

The termination of assignments is not the result of any action taken by Manpower Inc., but rather is the result of Haworth Incorporated's planned closing of the facility and its decision to end the assignments. Haworth Incorporated's decision, which was a business circumstance unforeseeable to Manpower Inc., prevented notice from being provided at an earlier date. It is presently anticipated that the ending of assignments will be permanent and that approximately [68] Manpower temporary employees will be affected. No bumping rights exist in connection with this action and the Manpower temporary employees do not have union representation.

Affected temporary employees' employment with Manpower will not automatically terminate as a result of Haworth Incorporated's decision to end Manpower assignments at this facility; such employees will be considered by Manpower for other placements.

Additional information concerning this matter, including the job titles and positions to be affected may be obtained by contacting:

**Jean Thompson**  
**Haworth On-Site Rep.**  
**River St., Allegan, MI**

**269 673-5457**

**269 686-4972**

**RECEIVED**

**DEC 30 2008**

**RAPID RESPONSE  
WORKFORCE PROGRAMS**



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Although Manpower does not believe that it is required to provide this notice under federal, state or local law, this letter is intended to satisfy the requirements of 29 U.S.C. §2106, which encourages employers who are not required to comply with the plant closing notice statutes to nonetheless provide such notice.

Sincerely,

MANPOWER INC.

A handwritten signature in cursive script that reads "Deborah True".

Deborah True  
Allegan Manpower Branch Manager

cc: Rob Hillard  
City Manager