



GRAY & COMPANY  
The Cherry Idea Company

January 6, 2006

***Via Certified Mail  
Return Receipt Requested***

Michigan Department of Career Development  
Workforce Transition Unit, Victor Office Center, 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, Michigan 48913

Dear Ladies and Gentlemen:

This letter is to give notice of the anticipated permanent closing of the Queen Anne candy manufacturing department of Gray & Company ("Employer") located at 3325 Polk Road, Hart, Michigan 49420. It is anticipated that all affected employees will be terminated on March 6, 2006, or within 14 days of that date, by not being recalled on that date from an existing layoff. Attached is a list of the job classifications affected and the number of employees in each of those classifications.

Affected employees are represented by International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, Local 406 ("Union"). Applicable bumping rights are set forth in a collective bargaining agreement currently in effect between the Employer and that Union. The Teamsters representative for these employees is:

Joseph M. Lowe  
Teamsters Local 406  
3315 Eastern Avenue, S.E.  
Grand Rapids, Michigan 49508

Any remaining affected employees are not represented by a union.

If you have any questions regarding the planned action, please contact me at 231.873.5628 Extension 231.

Very truly yours,

Bobbi Spence  
Director of HR & Safety

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WORKFORCE TRG & DEV. DIV.  
WORKFORCE PROGRAMS

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