

HAWORTH®

December 18, 2001

Mr. James Houck
Michigan Jobs Commission
201 North Washington Square
Victor Building – 5th Floor
Lansing, Michigan 48913

Dear Mr. Houck:

This letter is to give you notice of the shutdown of the veneer product line at the Haworth wood plant located at One Haworth Center, Holland, Michigan 49423. This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act (“WARN”). The shutdown of the veneer product line will result in the elimination of approximately 120 positions. Some employees will be terminated, and others will be laid off with the right to be recalled for up to one year. Haworth anticipates that 21 employees will be terminated or laid off on February 15, 2002, or within 14 days of this date. The remaining employees will be terminated or laid off on later dates, and Haworth will supplement this notice when the schedule of future terminations and layoffs is determined.

Attached is a list of the job titles that will be affected on or about February 15, 2001, and the number of employees in each job title. These employees are not represented by a union. Many of these employees have bumping rights.

If you have any questions regarding the planned action, please contact me at 616-393-3720.

Very truly yours,

Cozette Skupny
Manager of Member Relations

Attachment

cc: Hon. Albert H. McGeehan, Mayor of Holland, Michigan

**LIST OF AFFECTED JOB TITLES AND
NUMBER OF EMPLOYEES WITHIN EACH JOB**

<u>Job Title</u>	<u>Number of Employees</u>
CNC Router/Borer Oper V	37
Key Machine Oper V	13
Finishing Oper IV	13
Key Machine Oper IV	44
Repairer - Wood	5
Assembler III	106
Machine Oper III - Wood	20
Material Handler III	4
Sander III	17
Utility clean Up Person	5

HAWORTH®

January 29, 2002

RECEIVED
MDCD-OWD
FEB - 5 2002
WORKFORCE TRANSITION

Mr. James Houck
Michigan Jobs Commission
201 North Washington Square
Victor Building – 5th Floor
Lansing, Michigan 48913

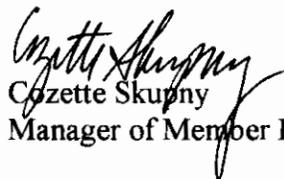
Dear Mr. Houck:

This letter will supplement our letter of December 21, 2001 giving you notice of the shutdown of the veneer product line at the Haworth wood plant located at One Haworth Center, Holland, Michigan 49423. This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act (“WARN”). The shutdown of the veneer product line will result in the elimination of approximately 120 positions. Some employees will be terminated, and others will be laid off with the right to be recalled for up to one year. Haworth anticipates that five employees will be terminated on March 29, 2002, or within 14 days of this date. The remaining employees will be terminated or laid off on later dates, and Haworth will again supplement this notice when the schedule of future terminations and layoffs is determined.

Attached is a list of the job titles that will be affected on or about March 29, 2002 and the number of employees in each job title. These employees are not represented by a union.

If you have any questions regarding the planned action, please contact me at 616-393-3720.

Very truly yours,


Cozette Skupny
Manager of Member Relations

Attachment

cc: Hon. Albert H. McGeehan, Mayor of Holland, Michigan

**LIST OF AFFECTED JOB TITLES AND
NUMBER OF EMPLOYEES WITHIN EACH JOB**

<u>Job Title</u>	<u>Number of Employees</u>
Material Planner	2
Manufacturing Engineer III	1
CNC Programmer	2



RECEIVED
MDCD-OWD

MAR 20 2002

WORKFORCE TRANSITION

March 7 2002 015

March 12, 2002

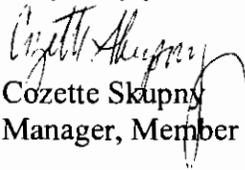
Mr. James Houck
Michigan Jobs Commission
201 North Washington Square
Victor Building – 5th Floor
Lansing, Michigan 48913

Dear Mr. Houck:

This letter is a supplement to Haworth's January 29, 2002 letter in which we notified you of the shutdown of the veneer product line at the Haworth wood plant located at One Haworth Center, Holland, Michigan 49423. Originally Haworth planned to terminate approximately 120 employees on or about March 29, 2002. Haworth is now required to extend the termination date for these employees to April 12, 2002, or May 17, 2002 or within 14 days of this date, in order to satisfy customer demands. Please refer to Haworth's January 29, 2002 letter for information concerning the job titles of affected employees. Further, Haworth will be revoking 13 of those letters.

If you have any questions regarding the planned action, please contact me at (616) 393-3720.

Very truly yours,



Cozette Skupny
Manager, Member Relations

cc: Hon. Albert McGeehan, Mayor of Holland, MI