



October 16, 2006

Deborah E. Hennessey, Section Chief  
Rapid Response Section  
Bureau of Workforce Programs  
Michigan Department of Labor & Economic Growth  
Victor Office Center – 5<sup>th</sup> Floor  
201 N. Washington Square  
Lansing, Michigan 48913

*Re: Mass-Layoff-Sovereign Sales LLC*

Dear Ms. Hennessey:

This letter provides notice that Sovereign Sales, LLC, 38200 Amrhein Road, Livonia, Michigan 48150, will be conducting a mass layoff as a result of the sale of some of its assets to Elizabeth Arden Company.

Enclosed is a notice of mass layoff. Please contact Kim Romero, Director of Human Resources, telephone (734) 464-0002, if you have any questions.

Very truly yours,

A handwritten signature in black ink, appearing to read "Richard Lewis", written over a horizontal line.

Richard Lewis  
Chief Executive Officer

cc: Mr. Ron Olesky

RECEIVED

OCT 20 2006

RAPID RESPONSE  
WORKFORCE PROGRAMS

**NOTICE OF MASS LAYOFF**  
**GIVEN TO MICHIGAN DISLOCATED WORKER'S UNIT**

1. Name/address of employment site where mass layoff will occur: Sovereign Sales, LLC, 38200 Amrhein Road, Livonia, Michigan 48150.
2. This mass layoff is expected to be permanent.
3. The first employees affected by the mass layoff are to be separated from the employer commencing on December 17, 2006.
  - a. The first group of affected individuals' last day of employment will occur between December 17 and December 31, 2006.
  - b. The second group of affected individuals' last day of employment will occur between December 31, 2006 and January 14, 2007.
  - c. The third group of affected individuals' last day of employment will occur between January 14, and January 28, 2007.
  - d. The fourth group of affected individuals' last day of employment will occur between January 21, and February 4, 2007.
  - e. The fifth group of affected individuals' last day of employment will occur between January 28, and February 11, 2007.
  - f. The sixth group of affected individuals' last day of employment will occur between February 25, and March 11, 2007.
  - g. The seventh group of affected individuals' last day of employment will occur between April 1, and April 15, 2007.
4. Attached is a list of the job positions affected and the number of employees in each job title.
5. There are no applicable bumping rights.
6. There is no Union.
7. For further information contact: Kim Romero, Director of Human Resources, telephone (734) 464-0002.