



July 29, 2004

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Workforce Transition Unit
Michigan Department of Career Development
Office of Workforce Development
5th Floor
201 N. Washington
Lansing, MI 48913

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WORKFORCE TRANSITION

To Whom It May Concern:

This letter is to inform your office of a planned plant closing by Venture Industries. This notice is to comply with the federal Worker Adjustment and Retraining Notification (WARN) Act.

The employment site for which the reduction in force is planned is:

Venture
5050 Kendrick, S.E.
Grand Rapids, Michigan 49508

It has been determined that due to the status of the closure of the facility it will be necessary to continue to progress with a gradual layoff process beginning July 30, 2004 and continuing through October 1, 2004. We hope to accomplish this reduction with the least possible disruption to the lives of our employees and the community. You do not have any "bumping" rights. In other words, you do not have the right to take another employee's job.

We will continue to seek the help of Maureen Downer Programs Manager for Michigan Works.

For further information, please contact Mark Tanis, Plant Manager, at 616-940-9637.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Tanis', written over a horizontal line.

Mark Tanis
Plant Manager
Venture Grand Rapids