



9341 Courtland Drive N.E. (HC-1-27)
Rockford, MI 49351 USA
tel: 616 866-7310
fax: 616 866-1049
email: forbesda@wwwinc.com

DAVID A. FORBES
Human Resources Director



February 9, 2004

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

Re: Layoffs & W.A.R.N. Notice

Certified Mail # 7000 0520 0015 4296 4544

Dear Mr. Houck:

Wolverine World Wide, Inc. has found it necessary over the past few weeks to lay off a number of workers at its tannery, located at 181 North Main, Rockford, Michigan 49341. In mid-December 2003 when the layoffs began, Wolverine believed these layoffs would be short-term. Although Wolverine continues today to view some of the layoffs as temporary, Wolverine now anticipates that market conditions will result in layoffs exceeding six months. Due to the number of laid off employees, and the anticipation that the layoff may exceed six months for some persons, the Worker Adjustment and Retraining Notification Act requires that Wolverine provide notice of the layoffs. Accordingly, this letter is to give you the technically required notice that the hourly production employees listed on the attached sheet have been laid off as of the date listed, and that the layoffs may continue for more than six months from that date.

If you have any questions regarding the layoffs please contact Mr. Steve Lyons, President of the Leather Division at (616) 866-5623.

Very truly yours,

Attachment: Listing of laid off Tannery employees

cc:
Mayor Neil Blakeslee
Rick DeBlasio
Steve Lyons
Gail Hammontree
Mr. Greg Mills (UFCWIU)

*David Forbes
HR.*