

**NOTICE TO STATE AND LOCAL GOV**

May 26, 2016

**VIA OVERNIGHT DELIVERY**

Ms. Maggie Sayles, CBSP  
WIOA Title I Specialist  
Office of Talent Policy and Planning Workforce Development Agency  
201 N. Washington Square  
Lansing, MI 48913

Michael T. McCauslin, Mayor  
Niles City Hall  
333 N. 2nd Street, Niles, MI 49120

**Re: Notice of Job Losses Resulting From Facility Closure**

Dear Ms. Syles and Mayor McCauslin:

This Notice is being issued on behalf of Broder Bros. Co. d/b/a alphabroder (the "Company") in connection with the permanent closure of and complete cessation of operations at the Company's facility located at 2121 W. Chicago Rd., Niles, Michigan 49120 (the "Facility"). We are providing the Notice to comply with the Worker Adjustment Retraining and Notification Act ("WARN"), to the extent that Notice is required by WARN under these circumstances.

On September 30, 2016, the Company will permanently close the entire Facility. Regrettably, as a result of this closing, layoffs are expected to begin on or around August 1, 2016, and continue on a rolling basis through on or about September 30, 2016. All employees at the Facility will be terminated permanently as of September 30, 2016.

The employment site at which any employment losses are to occur is: Bodek and Rhodes, 2121 W. Chicago Rd., Niles, Michigan 49120.

All job titles at the Facility will be affected. We have attached to this letter a list of job titles at the Facility along with the number of employees currently employed in each job classification. Note that only three (3) of the employees at the Facility are employed by the Company. The remaining employees are not employees of the Company, but rather are employees of any one of the four following temporary employment agencies: Tri-State, Trillium, Great Lakes Staffing, and Elwood which assigned its employees to provide temporary labor services to the Company. Notice has been provided to Tri-State, Trillium, Great Lakes Staffing and Elwood employees as well, although the Company does not concede that it was required to provide these temporary employees with the notice under WARN.

None of the employees or temporary employees working at the Facility are represented by a union. There are no bumping rights for any affected employees or temporary employees working at the Facility. The employment losses are expected to be permanent for all employees and temporary employees working at the Facility.

Please feel free to contact me (Richard Emrich), Vice President, Human Resources, 6<sup>th</sup> Floor, 6 Neshaminy Interplex, Trevose, PA 19053, 215-291-6140 ext. 1608, for additional information or if you have questions.

Sincerely,



Richard Emrich, Sr. Vice President, Human Resources  
Broder Bros., Co.

**RECEIVED**

MAY 27 2016

**WIA  
WORKFORCE PROGRAMS**



<u>Job Titles</u>	<u># Individuals</u>
*Forklift:	18
*Picker:	35
*Receiving :	7
*Shipping:	7
*Returns:	1
*Showroom:	2
*Inventory:	1
*Boxes:	4
*Order distribution:	2
*Quality Control:	7
*Janitorial :	3
Manager:	1
Supervisor I:	2
*Supervisor II:	1
*Trainer :	1

**Note:**

**\*all individuals holding this job title are not employed by the Company, but rather are employed by one of four temporary agencies, including: Tri-State, Trillium, Great Lakes Staffing, and Elwood**