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WIA

WORKFORCE PROGRAMS

December 4, 2014

Stephanie L. Beckhorn
Manager, WIA Section
Workforce Development Agency
201 N. Washington Square
Lansing, MI 48913

Dear Ms. Beckhorn:

This letter is to inform your office that Southwest Regional Rehabilitation Center ("SRRC") will be permanently closing its operations located at 393 E. Roosevelt Avenue, Battle Creek, MI 49017. We do not believe that notice of this reduction in force is required under the federal Worker Adjustment and Retraining Notification ("WARN") Act. However, we are nonetheless providing you with advance notice as encouraged by § 2106 of the Act and because we understand that this will impact our employees and community.

The closing of SRRC will create a permanent and total reduction in force. The majority of this reduction in force will occur on or before December 12, 2014. By December 12, 2014, we will no longer be seeing patients. There will be an as yet undefined period of time following this date when operations will remain open for the purpose of winding down the business.

Enclosed with this letter is a list of job titles and positions affected, and the number of affected employees in each job title classification. Because all SRRC employees will be laid off at this time, no "bumping" rights are implicated. Some affected employees are represented by SEIU Healthcare Michigan. The chief elected officer of SEIU Healthcare Michigan is Marge Robinson, RN, and SEIU Healthcare Michigan's headquarters are located at 2604 Fourth Street, Detroit, MI 48201. Both SEIU Healthcare Michigan and the SEIU International have received similar notices from SRRC, and all employees who are not represented by any labor union have also been individually provided a similar notice.

SRRC had been pursuing a business plan to develop strategic relationships with other organizations. We believed that these were realistic, viable opportunities. Unfortunately, last week we were unexpectedly notified that our potential business partners were no longer interested in any arrangement with us. We were suddenly left with the reality that we could no longer operate as a viable organization. We regret that we were unable to give additional advance notice of closure. However, we reasonably and in good faith believed that giving such notice would have precluded the ability to continue pursuing the strategic relationships. The closing of the facility might have been avoided if these attempts had been successful.

If you have any questions regarding this, please contact Kevin Arnold at 269-441-4101 for further information.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Arnold", is written over a faint, illegible typed name.

Southwest Regional Rehabilitation Center