

Herbruck's Poultry Ranch
6425 Grand River Avenue
Saranac, MI 48881
Corporate: 616.642.9421



Herbruck's of Pennsylvania
8069 Corner Road
Mercersburg, PA 17236
Office: 717.914.9140

www.herbrucks.com

May 15, 2024

Via E-mail and Certified Mail

Ms. Jimelle Howard

TAA/RR Section Manager
Department of Labor and Economic Opportunity, Workforce Development
P.O. Box 30805
Lansing, MI 48909

Email: LEO-RapidResponseCommunications@Michigan.gov

Re: Announcement of Planned Action

Dear Ms. Howard:

I am writing on behalf of Herbruck's Poultry Ranch, Inc. (the "Company"). As you are likely aware, the Company's hen population in some of its Ionia county farms have been unexpectedly impacted by avian influenza, which is highly contagious to hens and deadly to them. Accordingly, please allow this letter to serve as notice that there will be a mass layoff at the farms located at the following addresses, starting on May 15, 2024: 6425 W. Grand River Ave, Saranac, MI 48881; 7351 Morrison Lake Road, Saranac, MI 48881; 3896 W. Grand River Ave, Saranac MI 48881; 478 W Portland Road, Lake Odessa, MI 48849; 248 W Portland Road, Lake Odessa, MI 48849. This mass layoff is expected to be largely temporary, with some permanent, and will affect many hourly and salaried employees as well as contractors. The company plans to rehire many positions as hen replenishing and egg production increases.

All affected employees will be notified of their separation dates and that the separation from employment in many cases will be temporary. Attached is a list of the job positions and estimated number of individuals who will be affected by the mass layoff.

If you have any questions or want additional information concerning this matter, please contact Herbruck's Human Resources at (616) 642-0825 or hr@herbrucks.com.

Sincerely,

Stephanie Kempa
Chief Human Resources Officer

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List of estimated number of individuals and job positions impacted

Estimated 400 individuals in employee and/or contractor positions including but not limited to jobs such as:

Accounting
Coordinator
Clerk
Feed Mill
Fertilizer
Human Resources
Maintenance I-IV
Manager
Marketing
Processing I-IV
Production I-IV
Q/A Technician
Sanitation
Supervisor
Warehouse