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Tel 978 371 1000

June 27, 2011

Chong-Anna Canfora, Director  
Rapid Response Section  
Michigan Department of Labor & Economic Growth  
611 West Ottawa Street, 4<sup>th</sup> floor  
Lansing, Michigan 48933  
Sent Via Overnight Mail June 27, 2011

Dear Ms. Canfora:

In November of 2009 Welch Foods, Inc., A Cooperative, announced to employees its' plan to restructure manufacturing operations at its facility located at 400 Walker St., Lawton, MI.

As a result of this restructuring, there will be a significant loss of jobs beginning on or about August 31 2011. We presently anticipate that these changes, when finalized, would be permanent. The entire Lawton facility will not be closed, however.

Attached is a listing of the job titles of the positions to be affected and the number of affected employees in each job classification. As you can see, this impacts a total of 121 employees. Our manufacturing, warehouse and maintenance employees are represented by the United Food Workers Local 825 of the Retail, Wholesale and Department Store Union (UFCW). Notice regarding these employment separations has been provided to:

Ms. Rosie Dietz  
International Representative  
United Food Workers Local 825 of the Retail, Wholesale and Department Store Union  
3181 Eastern Avenue S.E.  
Grand Rapids, MI 49508

Mr. Richard Ross  
Union President  
Welch Foods, Inc., A Cooperative  
400 Walker Street  
Lawton, MI 49065

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Our salaried exempt, clerical and technical employees are not represented by a third party.

Welch's deeply appreciates the hard work and loyalty of our employees and are committed to helping them find other employment.

Additional information, including an exact schedule of job losses, is available by calling me at (978) 371-3633.

Sincerely,

A handwritten signature in cursive script, reading "Lisa Delisle Flynn".

Lisa Delisle Flynn  
Vice President, Human Resources

Attachment: Listing of the number of affected employees by job title

## Welch Foods, Inc

As explained in the accompanying letter, this is a list of the job titles of the positions to be affected and the number of affected employees in each classification.

# of Employees Being Separated	Job Classification
4	Building Mechanic
2	Electrician
23	Logistics Grade 1
1	Logistics Grade 2
34	Packaging Grade 1
7	Packaging Grade 2
5	Packaging Grade 3
6	Packaging Lead
4	Packaging Mechanic
3	Part Time Employee
13	Processing Grade 1
1	Processing Lead
2	Quality Auditor
1	Quality Lead
3	Spray Field Operator
1	Stock Room Lead
1	Shift Advisor Maintenance
1	Shift Advisor Logistics
2	Accounting Coordinator
1	Engineering Coordinator
1	Production Planning Coordinator
1	Shipping Clerk
1	Administrative Assistant
1	Production Scheduler
1	Manufacturing Quality Manager
1	Plant HR Manager