



AMERICAN GREETINGS

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December 22, 2009

VIA FACSIMILE 517-373-4648

Ms. Chong-Anna Canfora
Director, Rapid Response Unit
Michigan Dept. of Labor & Economic Growth
611 West Ottawa, 4th floor
PO Box 30004
Lansing, MI 48909

Dear Ms. Canfora:

American Greetings Corporation will permanently close its DesignWare operations located at 3825 Emerald, Kalamazoo, Michigan.

At this time, we anticipate that affected employees will have their employment terminate commencing on March 1, 2010 in accordance with the attached schedule (Attachment 1). This announcement and timetable are based on the best information currently available. However, various factors could affect these plans and the timing of employment separations. You will be informed of changes as additional information becomes available.

The Teamsters Local No. 7 represents some of the employees who will be affected by these plans. By separate letter, these plans have been described to Tom Hardy, President, Local Union #7, Kalamazoo, MI affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; 3330 Miller Road, Kalamazoo, Michigan 49001. Any bumping rights for affected union-represented employees would be governed by union agreements. Bumping arrangements are not available for affected non-union employees.

To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, we do not concede that the Act applies or that notice is required.

If you have any questions or desire additional information, please contact:

Renee Shull, Human Resources Manager
3825 Emerald
Kalamazoo, Michigan 49001
Telephone: (269) 349-2626 ext. 294

Sincerely,


American Greetings

By Tamara Engelhardt, Director Human Resources
Manufacturing & Distribution; Corporate Labor
Relations Director

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RAPID RESPONSE

American Greetings Corporation

ATTACHMENT 1

As explained in the accompanying letter, we anticipate that the job titles and the number of employee listed below will be affected by a shutdown of DesignWare's manufacturing operation located at 3825 Emerald:

1. Job Position Eliminations Scheduled to Occur During a 14-day Period Commencing on March 1, 2010 -- March 14, 2010.

<u>Job Title</u>	<u>Number of Employees</u>
Engineering Coordinator	1
Planner	2
Quality Analyst	1
Technician	2
Administrative Assistant	1
Pre-press Manager	1
Engineer	1
Printer Operator II	6
Printer Operator III	8
Custodian	1
Electronic Specialist	1
Receiving Clerk	1
Order Filler	9
Power Truck Operator	1
Loader	1

2. Job Position Eliminations Scheduled to Occur During a 14-day Period Commencing on March 15, 2010 -- March 28, 2010.

<u>Job Title</u>	<u>Number of Employees</u>
Supervisor QC	1
Manager Maintenance	1
Technician	1
Engineering Maintenance	1
Supervisor Manufacturing	1
Safety Administrator	1

Packaging	12
Printer Operator I	3
Printer Operator II	4
Master Maintenance Craft	1
General Maintenance	1
Converter Operator I	2
Material Handler	1

3. Job Position Eliminations Scheduled to Occur During a 14-day Period
Commencing on April 1, 2010 – April 14, 2010.

<u>Job Title</u>	<u>Number of Employees</u>
Manager Production & Planning	1
Order Assembler	1
General Administration Supervisor	1
Supervisor Manufacturing	1
Sales Associate	1
Sales Clerk	1
Printer Operator I	1
Printer Operator II	5
Printer Operator III	3
Master Maintenance Craft	1
General Maintenance	1
Order Filler	18
Power Truck Operator	5

4. Job Position Eliminations Scheduled to Occur During a 14-day Period
Commencing on April 15, 2010 – April 29, 2010.

<u>Job Title</u>	<u>Number of Employees</u>
Supervisor Receiving	1
Domestic Shipping Clerk	1
Payroll Clerk	1
Technician	1
Accountant	1
HR Generalist	1
Packer	5
Material Handler	2
Label Maker	2
Converter Operator II	1

Electronic Specialist	1
Maintenance Craft	1
Printer Operator II	2

5. Job Position Eliminations Scheduled to Occur During a 14-day Period Commencing on April 30, 2010 – May 14, 2010.

<u>Job Title</u>	<u>Number of Employees</u>
Supervisor Manufacturing	1
Engineer	1
Quality Control Clerk	2
Power Truck Operator	2

6. Job Position Eliminations Scheduled to Occur During a 14-day Period Commencing on May 30, 2010 – June 13, 2010.

<u>Job Title</u>	<u>Number of Employees</u>
Manufacturing Manager	1

7. Job Position Eliminations Scheduled to Occur During a 14-day Period Commencing on July 12, 2010 - July 26, 2010.

<u>Job Title</u>	<u>Number of Employees</u>
Accounting Manager	1