



January 18, 2010

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Debra Hennessey  
Michigan Department of Labor and Economic Growth  
Bureau of Workforce Programs  
Workforce Transition Division, Rapid Response Section  
201 North Washington Square, 5<sup>th</sup> Floor  
Lansing, MI 48913  
Via Fax (517) 373-4648 and Regular Mail

The Honorable Hubert Yopp  
Mayor, Highland Park, MI  
12050 Woodward Ave.  
Highland Park, MI 48203-3578  
Via Fax (313) 852-7320 and Regular  
Mail

Re: Confirmation of Conditional WARN Letter

To The State of Michigan and Mayor Yopp:

This letter is to inform you that Ryder received official notice from the Detroit-Hamtramck General Motors plant that we were unsuccessful in our bid to retain the transportation services provided by our 15100 Oakland Ave facility, Highland Park, MI. We previously sent you a conditional WARN notice this past October, see attachment, in preparation for such notice.

As a result our operations were terminated on January 15, 2010. If any other information is required, please contact me at 313-790-0704.

Respectfully,

A handwritten signature in cursive script, appearing to read "Jeffrey John".

Jeffrey John  
Sr. Manager, Human Resources

Cc: Kerry Santori

Attachment

RECEIVED IN

JAN 21 2010

RAPID RESPONSE



October 30, 2009

Debra Hennessey  
Michigan Department of Labor and Economic Growth  
Bureau of Workforce Programs  
Workforce Transition Division, Rapid Response Section  
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Re: Conditional WARN Notification

To The State of Michigan and Mayor Yopp

We write to give you conditional notification that we may be having a plant closing at our facility located at 15100 Oakland Ave, Highland Park, MI 48203. The condition that would cause us to have the plant closing is if our bid for continued work for General Motors Detroit Hamtramck plant is unsuccessful. We expect to know the outcome of our bid on or about December 15, 2009 and will update our information at that time. While some of the employees who will be laid off if the bid is unsuccessful are not represented by a union, there are employees who are represented by UAW-Local 174, located at 9650 Telegraph Rd., Taylor, MI 48180, Rudy Roberts, International Rep. If we have the plant closing, there are to be 41 employees to be laid off on December 31, 2009. No bumping rights exist among the non-union employees, nor are there any jobs to which those employees may bump. With respect to the union employees, full-time Ryder employees at the time of the closure will be permanently laid-off with bumping rights.

The job titles of all employees expected to be laid off are attached as Exhibit 1.

This notice does not constitute an admission by Ryder of the applicability of the WARN Act to the intended closing.

Further information about this layoff may be obtained from me at 313-957-2152, or at the following address:

Ryder  
12200 Oakland Park Court  
Highland, MI 48203

Sincerely,  
Jeffrey John  
Senior Manager, Human Resources

Enclosure

**EXHIBIT 1**

List of job titles and number of employees employed in each title affected by the closing of the facility located at 15100 Oakland Ave. Highland Park, MI 48203

<b>Expected Layoffs</b>	
<b>Job Title</b>	<b>No. affected employees</b>
Senior Logistics Manager	1
Logistic Manager	2
Union Truck Drivers	38
<b>Total</b>	<b>41</b>