



September 10, 2010

By UPS

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Mayor Charles M. Brunner
City of Bay City
301 Washington Ave.
Bay City, MI 48708

Re: Notice of Facility Closing per Worker Adjustment and Retraining Notification Act
To Designated State and Local Officials:

In accordance with the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. 2101, et seq. , we are writing to inform you that The Men's Wearhouse, Inc.'s Bay City Distribution Center (DC) facility located at 311 3rd Street, Bay City, Michigan 48708 is expected to be permanently closed November 12, 2010. A handful of employees will be offered alternative positions and will not be laid-off if they accept those positions. All remaining positions and jobs at the Bay City facility will be eliminated on or about November 12, 2010, and up to 80 total regular employees will be affected with an employment loss.

All Bay City DC employees impacted have received more than 60 days advance written notice of the relocation and/or position elimination and facility closure. It is expected that most, if not all, of the affected employees will be offered severance pay based on years of service, employment classification and compensation. None of the affected employees have bumping rights. None of the employees are represented by a union.

We anticipate that one or more employees will remain employed for a limited time (no more than 60 days) after the facility is closed to assist with administrative tasks related to the closing of the facility. Information regarding the job titles of the positions to be affected, the number of affected employees in each job classification, is provided below; each of these employees received WARN notices on or about September 8, 2010:

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RAPID RESPONSE

Admin - Human Resources	1
Driver - Full Time	4
Driver - Part Time	1
FT Dry Cleaning Staff	10
FT Laundry Staff	5
General Manager	1
Manager	1
Mechanic	1
Operations Manager	1
Quality Control Specialist -DC	1
Staff - Non Office Full Time	1
Supervisor	2
Tailor - FT	1
Transportation Ops Manager	1
Tuxedo Lead	5
Tuxedo Staff - Full Time	44
Grand Total	80

There are also approximately 45 seasonal employees not protected by WARN who were hired in late Spring 2010 with full understanding and agreement that their employment was seasonal and temporary in nature and would end following the end of the peak prom and wedding season in late Summer or very early Fall. The end of that seasonal employment is expected to occur, as originally planned, following the peak production period. Please also see the enclosed WARN Reporting Form.

For any other information about this closure or media inquiries, please contact:

- Gary Ckudre, Executive Vice President, Distribution, Logistics & Tuxedo Operations, at 281-776-7000, ext. 7250 or
- Jamie Bragg, Senior Vice President of Operations, at 281-776-7000, ext. 7753.

To discuss Rapid Response arrangements at the Bay City facility, please contact:

- Director of Human Resources, Tim Queen, at 1.800.543.5996.

We thank the Rapid Response Unit in advance for any assistance that can be provided to our employees to help them procure employment after they leave Men's Wearhouse.

Sincerely,



Julie M. Lacy

Enclosure: WARN Reporting Form

WARN REPORTING FORM

I.) Company Information

Company: The Men's Wearhouse

Site Address: 311 3rd Street

City/Zip: Bay City, 48708

County/ Bay County

Contact Name and Title: Tim Queen, Human Resources Director

Contact Address: 40650 Encyclopedia Circle, Fremont, CA 94568

Contact Phone: () 1.800.543.5996 ext. Contact Fax: (510) 723-8003

Contact Email Address: jlacy@tmw.com & tq4@tmw.com

Type of Business: Retail men's clothing and tuxedo rental

II.) Incident and Notification Information

Total employees at site: 80 regular 45 seasonal Total employees laid off: 80 regular 45 seasonal

Date Employees Told: 9/8/10 Date WARN Sent: 9/8/10

Incident Type: 1 (1=Plant Closing; 2=Mass Layoff)

Layoff Reason(s): 4 ; ; (1=Co. Sold; 2=Bankruptcy; 3=Financial Trouble;
4=Operations Transferred; 5=Company Restructured; 6=Unprofitable; 7=Reduced Business/Work;
8=Merger/Acquisition; 9=Other)

First Layoff Date: 11 / 12 / 10

Final Layoff Date/Closing: 11 / 12 / 10 (plus a few weeks for wind down operations by management and a handful of employees TBD)

III.) Union-Related Information

Union Local I: Not applicable. Union Members Laid Off:

Union Officer:

Address:

City/Zip:

Phone No: Fax No:

Please attach a list of the positions and number of employees in each position that will be affected by this mass layoff/closing. This form may be faxed to Rapid Response at (517) 373-4648 or mailed to: Chong-Anna Canfora, 611 W. Ottawa St., 4th Fl., Lansing, Michigan 48933. Thank you!