



July 21, 2020

Jimelle Howard, Manager
Department of Labor and Economic Opportunity, Workforce Development
201 North Washington Square, 5th Floor
Lansing, Michigan 48913

Re: WARN Act Notice/Plant Closing

Dear Ms. Howard:

VitalCare, Inc. is providing this Notice to you in accordance with the Worker Adjustment and Retraining Notification Act which requires employers to give written notice to government officials regarding a pending plant closing.

VitalCare has decided to discontinue all its business operations. As a result, we are permanently closing and ceasing operations at our facilities located at:

McLaren Home Care and Hospice
761 Lafayette Ave.
Cheboygan, MI 49721

McLaren Home Care and Hospice
506 N. Bradley Hwy.
Rogers City, MI 49779

McLaren Home Care and Hospice
One Hiland Dr.
Petoskey, MI 49770

McLaren Hiland Cottage
One Hiland Dr.
Petoskey, MI 49770

Cheboygan Hospice House
722 South St.
Cheboygan, MI 49721

McLaren Private Duty
761 Lafayette Ave.

Cheboygan, MI 49721

We are eliminating the following jobs and terminating a total of 208 employees in those positions:

| <u>Job Title</u> | <u>Number of Employees</u> | <u>Union Status/Bumping Rights</u> |
|---|----------------------------|------------------------------------|
| Accountant I | 1 | All job are Nonunion – no bumping |
| Admin Assistant | 1 | |
| Billing Collection Analyst | 6 | |
| Billing Collection Analyst Ld. | 1 | |
| Bill Confirmation Analyst | 1 | |
| Chaplain | 2 | |
| Chief Executive Officer | 1 | |
| Clerical Associate II | 1 | |
| Clerk Medical Records | 4 | |
| Clinical Records Support RN | 4 | |
| Computer Systems Tech | 1 | |
| Coordinator Bereavement | 2 | |
| Coordinator Program | 3 | |
| Coordinator Respiratory Care | 1 | |
| Coordinator Spiritual Care | 1 | |
| Coordinator Volunteer Services | 3 | |
| Dietitian | 1 | |
| Director Home Health Specialty Programs | 1 | |
| Director Quality Compliance | 1 | |
| Educator Patient Care Services | 1 | |
| Executive Assistant | 1 | |
| Home Health Aide | 24 | |
| Hospice Nurse Liaison | 1 | |
| LPN MHC | 4 | |
| Intake Representative | 1 | |
| Medical Director | 3 | |
| Manager Clinical | 7 | |
| Nurse Aide Certified | 1 | |
| Nurse Practitioner | 4 | |
| Occupational Therapist | 4 | |
| Occupational Therapist Assistant | 2 | |
| Personal Care Tech | 22 | |
| Physical Therapist | 8 | |
| Physical Therapist Assistant | 5 | |
| Receptionist | 3 | |
| Referral Center RN | 3 | |
| Registered Nurse | 55 | |
| RN Community Liaison | 3 | |

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|-----------------------------------|---|
| Scheduler | 3 |
| Social Worker BSW | 3 |
| Social Worker MSW | 5 |
| Speech Language Pathologist | 2 |
| Supervisor Billing Collections | 1 |
| Supervisor Home Health Therapy | 1 |
| Supervisor Information Technology | 1 |
| Supervisor Referral Center | 1 |
| Systems Analyst | 1 |
| Triage RN | 1 |
| Wound Ostomy Certified RN | 1 |

The terminations will begin on September 27, 2020, and will be concluded by October 14, 2020.

Except for our private duty care business line, our operations are being transitioned to McLaren Health Management Group (MHMG). We are informed that MHMG intends to operate from some of the above locations and will offer employment to some of the affected employees.

In addition, a related but separate company, VitalCare Home Medical Equipment, Inc. (HME), is also discontinuing operations. While HME is not an employer as defined by the WARN Act, we wanted you to know that it is permanently ceasing operations at the following locations:

McLaren Home Medical Equipment
994-A S. Main St.
Cheboygan, MI 49721

McLaren Home Medical Equipment
2375 Charlevoix Ave..
Petoskey, MI 49770

McLaren Home Medical Equipment
829 W. Main St. Suite F
Gaylord, MI 49735

McLaren Home Medical Equipment Warehouse
602 W. Seymour St.
Cheboygan, MI 49721

HME is eliminating several job classifications and terminating 28 employees between September 27-October 14, 2020. Although the terminations are not a plant closing or mass layoff under the WARN Act, we provide the following information about the eliminated HME positions:

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| <u>Job Title</u> | <u>Number of Employees</u> | <u>Union Status/Bumping Rights</u> |
|--|----------------------------|------------------------------------|
| Billing Confirmation Analyst | 2 | All jobs are Nonunion – no bumping |
| Call Center Representative | 2 | |
| Coordinator Respiratory Care | 4 | |
| Customer Service Representative | 8 | |
| Mastectomy Fitter | 1 | |
| Manager Home Medical Equipment | 1 | |
| Respiratory Therapist Registered | 3 | |
| Service Technician Home Medical Equipment | 5 | |
| Service Technician Home Medical Equipment Lead | 1 | |
| Supervisor Respiratory Services Home Medical Equipment | 1 | |

HME's business may be acquired by another company but there been no sale to date.

Thank you for your attention to this matter. If you need additional information, please contact me at 231-487-7967.

Sincerely,



Derek Peters
Vice President of Human Resources