



**April 20, 2020**

**Via US Mail and Email**

Department of Labor and Economic Opportunity, Workforce Development  
Jimelle Blakley, Manager  
201 N. Washington Square, 5th Floor  
Lansing, Michigan 48913  
[TAA@michigan.gov](mailto:TAA@michigan.gov)

**Via US Mail and Email**

Grand Rapids Mayor Rosalynn Bliss  
300 Monroe Ave. NW  
Grand Rapids, MI 49503  
[mayor@grcity.us](mailto:mayor@grcity.us)

**Via US Mail and Email**

Detroit Mayor Mike Duggan  
2 Woodward Ave, Suite 1126  
Detroit, MI 48226  
[DugganM@detroitmi.gov](mailto:DugganM@detroitmi.gov)

To Whom It May Concern,

This letter is to inform your office of a planned mass layoff of an indefinite duration by Canal Street Brewing Company, LLC d/b/a Founders Brewing Company ("Founders"). While Founders intends that this layoff be temporary and less than six months in length, Founders cannot predict the duration of this layoff because of the ongoing COVID-19 pandemic. Therefore, out of an abundance of caution, Founders is providing this notice to comply with the Worker Adjustment and Notice Retraining Notification Act.

The employment sites for which the mass layoffs are planned are Founders' retail operations in Grand Rapids and Detroit: the Grand Rapids Taproom and Company Store and the Detroit Taproom. The address of the Grand Rapids Taproom and Company Store is 235 Grandville Avenue SW, Grand Rapids, MI 49503. The address of Founders' Detroit Taproom is 456 Charlotte Street, Detroit, MI 48201.

The mass layoff is expected to be temporary. The expected date for the mass layoff for all affected employees is May 3, 2020. Enclosed with this letter is a list at each location of the job titles of the positions affected and the number of affected employees in each job classification. There are no bumping rights available to the employees involved. Affected employees are not represented by a union.

Greater advance notice of this mass layoff was not given because of the unforeseeable business circumstances provision in the WARN Act. This provision applies because the scope of the COVID-19 pandemic in Michigan, the continuing restrictions on bar, restaurant, and other retail operations to mitigate the spread of COVID-19, and the impact of the COVID-19 pandemic and the continuing restrictions on Founders' retail business was not reasonably foreseeable at the time notice was required under the WARN Act. Indeed, Founders hoped to avoid laying off employees at all and continued to

provide full pay and benefits to all affected employees from the date it closed its Grand Rapids and Detroit retail operations through the date of the mass layoff.

For further information or if you have any questions, please contact me at (616) 204-2578.

Sincerely,

Founders Brewing Company

A handwritten signature in black ink that reads "Audrey Strieter". The script is fluid and cursive, with the first letter of each word being capitalized and larger than the others.

Audrey Strieter  
Director of Human Resources