



March 22, 2012

Workforce Development Agency, State of Michigan
Workforce Investment Act Section
Victor Office Center
201 N. Washington Sq., 5th Floor
Lansing, Michigan 48913

This letter is to notify the Workforce Development Agency that as of the date of this letter, our employees were notified of the effective date of their layoff due to the permanent closing of our distribution center. The affected employees are being given at least 60 days' notice. In addition to the company's severance program, the affected employees are eligible to receive company-paid outplacement support through Right Management. This service includes job search tools and tips, resume review and interview preparation.

If you have any additional questions, please feel free to contact me at 616-698-3409.

Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Al Kerkstra".

Al Kerkstra
Executive Vice President,
Support Operations and Human Resources

RECEIVED

MAR 22 2012

WIA
WORKFORCE PROGRAMS

WARN REPORTING FORM

I.) Company Information

Company: The Zondervan Corporation LLC

Site Address: 5300 Patterson Avenue SE

City/Zip: Grand Rapids, MI 49530

County/ Kent

Contact Name and Title: Al Kerkstra, Executive VP, Support Ops & Human Resources

Contact Address: 5300 Patterson Avenue SE , Grand Rapids, MI 49530

Contact Phone: (616) 698 - 3409 ext. Contact Fax: (616) 698 - 3232

Contact Email Address: Al.Kerkstra@Zondervan.com

Type of Business: Publishing

II.) Incident and Notification Information

Total employees at site: 309 Total employees laid off: 66

Date Employees Told: 03/22/2012 Date WARN Sent: 03/22/2012

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: 05 / 25 / 2012

Final Layoff Date/Closing: 06 / 01 / 2012

III.) Union-Related Information

Union Local 1: 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 the Workforce Investment Act Section at (517) 373-7794 or e-mailed to: KeytonT@michigan.gov .

WARN REPORTING FORM
Zondervan (Attachment)

List of positions and number of employees in each position affected by plant closing:

Box Builder	1
Custodian	1
Material Handler	10
Order Fulfillment Clerk	26
Returns Clerk	13
Sr. Coordinator, Inventory Control	3
Sr. Coordinator, Materials	2
Traffic Coordinator	1
Account Manager, Credit	1
Bookkeeper	1
Manager, Credit	1
VP, Distribution	1
Sr. Manager, DC Operations	1
Asst. Manager, Freight	1
Manager, Warehousing	1
Asst. Manager, Returns	1
Supervisor, Returns	1

Total number of employees affected = 66