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MAY 11 2015

Dixie Consumer Products LLC  
400 Island Avenue  
Parchment, MI 49004-1344  
(978) 847-1714  
www.gp.com

WIA

May 8, 2015 **WORKFORCE PROGRAMS**

**Fred Flohr**  
Sr. Plant Director

**VIA FACSIMILE (517-335-5858) AND CERTIFIED MAIL**

Ms. Krista Johnson  
Workforce Development Agency  
201 N. Washington Square, 5<sup>th</sup> Floor  
Lansing, Michigan 48913t

Dear Ms. Johnson:

Please be advised that Dixie Consumer Products LLC has decided to permanently close its Parchment, Michigan manufacturing facility located at 400 Island Avenue, Parchment, MI, 49004-1344. This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 ("WARN").

All positions at the facility are being eliminated as a result of the closure. Affected employees are expected to be laid off in November 2015. Dixie will work closely with affected employees and the designated collective bargaining representative of the facility's hourly employees to minimize the impact of this business decision. The designated collective bargaining representative of the facility's hourly employees is:

- **USW Local No. 323:** Vicki Cuykendall – President  
118 E. Washington, Apt. 2, Vicksburg, MI 49097

Some employees may be released from duty prior to November 2015; however, Dixie will provide all affected employees with at least 60 days' notice in accordance with applicable law. Because this is a permanent closure, union employees will not have bumping rights under the terms of their labor agreement. Similarly, salaried employees do not have bumping rights.

Enclosed please find a list of the job titles of the positions affected by this closure and the number of affected employees in each such job. If you have any questions or need additional information, please contact Erica St. Aubin at (269) 760-6437.

Sincerely,

Fred Flohr  
Sr. Plant Director