Lakeland HealthCare
Medical Excellence. Compassionate Care.

Date: March 11, 2014

To: Workforce Development Agency, State of Michigan

Yesterday our Board of Directors voted to discontinue operations at Lakeland Specialty Hospital effective June 1, 2014. Meetings were held this morning with our staff at the Lakeland Specialty Hospital to notify them of this decision and provide them with the necessary information as well as the required WARN notice.

The documentation attached serves as notice to the state of these circumstances which trigger the WARN notice. The various items that have been included in this communication include the following:

- Completed WARN Reporting Form
- Summary of Positions/Number of Associates in each Position
- Copy of WARN notice provided to all Impacted Associates

Please do not hesitate to contact me if you have any questions and/or if you require additional information. My phone number is 269-983-8308.

Tracy Brown

Tracy Brown

Director, Human Resources

Lakeland HealthCare

WARN REPORTING FORM

I.) Company Information

Company: Lakeland Specialty Hospital

Site Address: 6418 Deans Hill Road

City/Zip: Berrien Center / 49102

County/ Berrien

Contact Name and Title: Tracy Brown Director, Human Resources

Contact Address: 1234 Napier Avenue Saint Joseph, MI 49085

Contact Phone: (269) 983-8308 ext. _____ Contact Fax: (269) 982-4971

Contact Email Address: tlbrown@lakelandregional.org

Type of Business: Healthcare

II.) Incident and Notification Information

Total employees at site: 190 Total employees laid off: 190

Date Employees Told: 3-11-14 Date WARN Sent: 3-11-14

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

Layoff Reason(s): 3 ; 7 ; 9 (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: 5 / 13 / 14

Final Layoff Date/Closing: 6 / 1 / 14

III.) Union-Related Information

Union Local 1: N/A 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 .

JOB TITLE	Number of Associates
ACCREDITED CLINICAL CODER	1
ACTIVITIES LEADER LSH	1
ACTIVITY THERAPY ASSISTANT	3
ADMINISTRATIVE SECRETARY	2
ADMINISTRATOR LAKELAND SPECIALTY HOSPITAL	1
ASSISTANT DIR OF NURSING	1
CLINICAL PHARMACIST	1
CNA LONG TERM CARE	35
CNA RESOURCE LONG TERM CARE	4
COOK	6
COORDINATOR ADMISSIONS LSH	1
DIETITIAN REGISTERED	3
DIR PATIENT CARE SERVICES BC	1
ENVIRONMENTAL SERVICES ASSISTANT 1	8
ENVIRONMENTAL SERVICES ASSISTANT 2	5
ENVIRONMENTAL SERVICES ASSISTANT 3	1
FOOD SERVICE ASSISTANT 1	19
HOUSE SUPV	1
LEAD FOOD SERVICE ASSISTANT	3
LEAD RESPIRATORY CARE PRACTITIONER	1
LINEN SERVICES ASSISTANT 1	3
LPN LONG TERM CARE	18
LPN RESOURCE LONG TERM CARE	1
MAINTENANCE MECHANIC 2	2
MAINTENANCE MECHANIC 3	1
MGR PATIENT CARE	1
NURSE ASSISTANT	13
OCCUPATIONAL THERAPIST CLINICAL SPECIALIST	1
OCCUPATIONAL THERAPY ASSISTANT	2
PAYROLL/SCHEDULING CLERK	1
PHARMACY TECHNICIAN 2	2
PHYSICAL THERAPIST 2	1
PHYSICAL THERAPIST ASSISTANT	1
PHYSICAL THERAPIST CLINICAL SPECIALIST	2
RADIOLOGIC TECHNOLOGIST	2
RESPIRATORY CARE PRACTITIONER	3
RN 1 ACUTE CARE	4
RN 2 ACUTE CARE	12
RN CARE COORDINATOR	1
RN LONG TERM CARE	9
RN MDS COORDINATOR	1
SOCIAL WORKER BSW API	1
SOCIAL WORKER MSW	1
SPEECH THERAPIST 2	1
SUPPLY CHAIN ASSOCIATE	1
SUPV ENGINEERING	1
SUPV NUTRITION SERVICES	1
SUPV SOCIAL SERVICES AND RESIDENT CENTERED CARE LS	1
UNIT CLERK	4
Total	**190**

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March 11, 2014

[**Via Hand Delivery or Regular Mail**]

To: All Lakeland Specialty Hospital Associates

Re: **WARN Notice-Announcement of Planned Action**

Dear Associate of Lakeland Specialty Hospital:

We are writing to inform you that the Lakeland Specialty Hospital facility, located at 6418 Deans Hill Road Berrien Center, MI 49102, will close on or about June 1, 2014. The entire facility will be closed and all associates at the facility will be impacted. This closure is expected to be permanent.

As a result of this planned closure, your position will be eliminated. We expect that your separation date will be between May 13, 2014 and May 27, 2014. As you know, Lakeland HealthCare does not have a job bumping system, and thus associates will not be able to displace less tenured associates from their job positions as a result of this closure.

You will have an opportunity to look for another open position within the Lakeland organization. In the event that you do not find another job within the Lakeland organization, you may be eligible for a severance package. Your wages and health benefits will continue through the date of your separation or your severance period, if applicable.

If you have any questions or want additional information concerning this matter, please contact Tracy Brown, Director of Human Resources at 269-983-8308.

Sincerely,

Tracy Brown

Tracy Brown
Director, Human Resources

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