

OLD KENT

Old Kent Bank
111 Lyon Street NW
Grand Rapids, MI 49503-2495

March 19, 2001

Mr. James Hauck
Workforce Transition Unit
Michigan Jobs Commission
201 North Washington Square
Fifth Floor
Lansing, Michigan 48913

Dear Mr. Hauck:

This letter is to give you notice of an anticipated mass layoff scheduled to occur at, Old Kent Financial Corporation, 4460 44th St., Suite E, Kentwood, Michigan, 49512. It is anticipated that the mass layoff will begin on May 1, 2001 and continue through December 31, 2001. It is anticipated that the location will eventually be closed completely.

Attached is a list of the job classifications affected and the number of employees in each classification. There are no bumping rights applicable. The affected employees are not represented by a union. It is anticipated that the mass layoff will be permanent.

All of the affected employees will be provided with at least 60 days notice of termination, or pay in lieu of notice.

If you have any questions regarding the planned action, please contact ALana Bates at (61) 771-5297.

Sincerely,



ALana L. Bates
Senior Vice President
Human Resources

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WORKFORCE TRANSITION