



July 9, 2004

Ms. Deborah Hennessey  
Manager, Department of Labor & Economic Growth  
Rapid Response Section  
5<sup>th</sup> Floor, Victor Building  
201 N. Washington Square  
Lansing, MI 48913

**RE: Notice of Termination of Employees (OmniCare TPA, Inc.)**

Dear Ms. Hennessey:

Attached is a copy of OmniCare TPA, Inc.'s notice to employees who will be affected by the closure of the organization. This notice may not have been included in the correspondence submitted to you on June 24, 2004.

If you have questions, please feel free to contact me at (313) 393-4520.

Sincerely,

A handwritten signature in black ink that reads "LaZandra J. Reid". The signature is written in a cursive, flowing style.

LaZandra J. Reid  
Director, Human Resources

Attachment

RECEIVED  
MDOD-OWD

JUL 13 2004

WORKFORCE TRANSITION



June 24, 2004

RECEIVED  
MDOB-OWD

JUN 28 2004

WORKFORCE TRANSITION

Ms. Deborah Hennessey  
Manager, Department of Labor & Economic Growth  
Rapid Response Section  
5<sup>th</sup> Floor, Victor Building  
201 N. Washington Square  
Lansing, MI 48913

**RE: NOTICE OF TERMINATION OF EMPLOYEES**

Dear Ms. Hennessey:

For your information only, this is a notice of the permanent termination of 152 employees at OmniCare TPA, Inc. located at 1155 Brewery Park Boulevard, Suite 200, Detroit, Michigan. It is provided to you in accordance with the Department of Labor's Worker Adjustment and Retraining Rules and Regulations, 20 CFR Part 639 ("WARN").

On September 30, 2004, OmniCare TPA, Inc. will terminate approximately 127 full and part-time employees from employment with the remaining employees being released over the following (6) six months. Numbers of employees per position to be affected are listed on Attachment A.

Bumping rights do not exist for persons occupying the affected positions.

A copy of our notice to employees who will be affected by this closure is attached. None of the affected employees are members of a union.

Questions and requests for further information should be directed to:  
LaZandra J. Reid, Director, Human Resources, at (313) 393-4520.

Sincerely,

OmniCare TPA, Inc.

By: *Brenda Alley*

Its: Deputy Rehabilitator

Attachment





June 24, 2004

Dear Employee:

OmniCare Health Plan will be liquidated shortly and no longer exist as a licensed health maintenance organization. Coventry Health Care has signed an agreement to purchase certain assets of OmniCare Health Plan. The target date for the close of the Coventry acquisition is scheduled for October 1, 2004. As a result of the liquidation, your employer, OmniCare TPA, Inc. will be dissolved and no longer operate.

Regretfully, it has become necessary for OmniCare TPA, Inc. to terminate your employment effective September 30, 2004. Therefore, in accordance with the Worker Adjustment and Retraining Notification (WARN) Act of 1988, this document will serve as a minimum of 60 days' notice of termination to you. Bumping rights do not exist for persons occupying the affected positions.

Upon termination you will be eligible to receive severance pay, if applicable. Your severance pay will be based upon your credited years of service with OmniCare TPA, Inc.

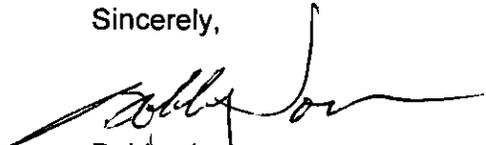
You will not be eligible for severance pay if:

- you voluntarily leave the company prior to the termination date, or
- you are terminated for cause, or
- you accept an offer of employment with CHC or any other employer

Your final paycheck will be mailed to your home address and will include pay through your last day of active employment and any unused vacation hours up to the maximum allowed. On your last day worked you will receive a severance agreement that explains in more detail the terms of your termination, if applicable. Questions and requests for further information should be directed to LaZandra J. Reid, Human Resources Director, at (313) 393-4520.

We thank you for all your services and wish you all the best for the future.

Sincerely,



Bobby Jones  
Deputy Rehabilitator



Beverly Allen  
Deputy Rehabilitator