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WORKFORCE TRANSITION

July 28, 2001

James Houck, Director
Workforce Transition Unit
Michigan Department of Career Development
Office of Workforce Development
5th Floor – 201 N. Washington Square
Lansing, MI 48913

Re: "WARN" Employment Loss Notification

Dear Mr. Houck:

This letter constitutes written notice as required by the Worker Adjustment and Retraining Notification Act (29 U.S.C. §§2101 *et seq.*), that Paladigm Systems LLC has experienced unforeseen business circumstances that will necessitate an employment loss for at least fifty (50) employees, excluding part-time employees, at a Paladigm Systems LLC business location within the Kentwood city limits.

This notice is being given as soon as is practical in this circumstance, as it was necessitated by the unforeseen cancellation of one of Paladigm Systems LLC's major business contracts. For this reason, employment losses will likely occur less than sixty (60) days from the date of this notice, as indicated below.

1. The qualifying employment loss will occur at:

   Old Kent Mortgage Company
   4420 44th St., SE
   Kentwood, Michigan 49512

2. Further information can be obtained by contacting Patrick S. Lemon at telephone number 616-656-1700.

3. All of the employees at the above-described location will be affected and the loss of employment is expected to be permanent.

4. The expected date for the first loss of employment is September 21, 2001. All employment loss not occurring on that date will occur within fourteen (14) days after that date.

5. For the job titles of the positions to be affected and the number of affected employees in each job classification, see Appendix "A" attached hereto.

6. The affected employees are not represented by any labor organization and no bumping rights are implicated.

The information provided in this notice is based on the best information currently available to Paladigm Systems LLC.

Very truly yours,

Patrick S. Lemon
Executive Director of Finance and Administration