

January 22, 2008

VIA FACSIMILE AND FEDERAL EXPRESS

The Honorable Mayor Louise E. Schilling
City of Troy
500 W. Big Beaver Rd.
Troy, Michigan 48084

Dear Mayor Schilling:

In compliance with the Workers Adjustment and Retraining Notification (WARN) Act, I am writing to advise you that Bank of America has made the strategic decision to migrate its Consumer Real Estate operations to other locations and will discontinue performing this work at 320 East Big Beaver Road, Troy, MI. As a result, approximately 195 associates will be separated over the next several months, beginning on January 22, 2008. The job losses are anticipated to be permanent and no bumping rights exist. Eligible associates will be offered severance pay and benefits.

This notice is being provided pursuant to the Federal Worker Adjustment Retraining and Notification Act of 1988 and applicable state law, if any. Impacted associates at 320 E. Big Beaver Road have or will receive a similar notice as required by WARN. If you have any questions regarding this Notice or need additional information, please contact me at 202-351-0111.

Regards,



John Collingwood
Senior Vice President

cc: ✓ Deborah Hennessey
Michigan Department of Labor and Economic Growth
Bureau of Workforce Programs
Workforce Transition Division, Rapid Response Section
201 North Washington Square, 5th Floor
Lansing, MI 48913

Governor Jennifer M. Granholm
P.O. Box 30013
Lansing, Michigan 48909

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