

September 23, 2008

Via United Parcel Service – Signature Required

Deborah Hennessey  
Michigan Department of Labor and Economic Growth  
Bureau of Workforce Programs  
Workforce Transition Division, Rapid Response Section  
201 North Washington Square, 5<sup>th</sup> Floor  
Lansing, MI 48913  
517-335-1943

Dear Ms. Hennessey,

Hewitt Associates has developed plans to permanently shut down the facility located at 249 North Rose Street, Kalamazoo, Michigan, 49007-5817. Consistent with these plans, employment separations are expected to commence on or about November 28, 2008. We anticipate that these plans, when finalized, would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will have their employment terminated during a 14-day period commencing on November 28, 2008. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A.

This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

The affected employees are not represented by any labor organization. Bumping rights/arrangements are not available for affected employees.

To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, we do not concede that the Act applies or that notice is required.

If you have any questions or desire additional information, please contact Bill Rathe, Human Resource Advisor, 100 Half Day road, Lincolnshire, Illinois, 60069. Direct dial phone number is (847) 575-1945.

Sincerely,

Hewitt Associates LLC



Bill Rathe  
Human Resource Advisor

BR:rk

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SEP 24 2008

RAPID RESPONSE  
WORKFORCE PROGRAMS

Hewitt Associates

ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by a shutdown of Hewitt Associate's operation located at 249 North Rose Street, Kalamazoo, Michigan.

1. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on November 28, 2008.

<b>Job Title</b>	<b>Number of Incumbents</b>
Administrative Assistant- Experienced	2
Defined Contribution Services Processing Assistant	1
Customer Service Representative- Entry	9
Human Resources Outsourcing Programmer Analyst-Experienced	6
Human Resources Outsourcing Set Up Configuration Analyst	5
Defined Contribution Services Benefits Analyst	15
Delivery Specialist III	1
Customer Service Client Analyst	1
Delivery Specialist III-Shared Services	1
Office Manager- Experienced	1
Human Resources Outsourcing Systems Analyst	3
Defined Contribution Services Benefits Service Manager-Entry	2
Defined Contribution Services Benefits Operations Manager	4
Customer Service Team Manager	1
Human Resources Outsourcing Benefits Implementation Manager-Experienced	1
Human Resources Outsourcing Benefits Delivery Manager-Experienced	1
Human Resources Outsourcing Lead Systems Analyst-Advanced	2
Delivery Leader II	1