



Ave Maria University

300 West Forest Avenue, Ypsilanti, MI 48197

734-337-4255 tel

734-337-4140 fax

Rec'd
4/30/03

OFFICE OF THE PRESIDENT

April 24, 2003

Michigan Department of Career Development
Workforce Transition Unit
201 N. Washington Square
Lansing, MI 48913

RE: Notice of Termination/Transfer of Operations

To whom it may concern:

This letter is being provided to advise you that Ave Maria University will no longer be operating St. Mary's College of Ave Maria University as of June 30, 2003. Instead, the College's ownership and operations are being transferred to Orchard Lake Schools ("OLS"). As a result of this transfer, the 92 employees currently working at the College, which is located 3535 Indian Trail, Orchard Lake, Michigan 48324, will no longer be employed by our University. The last date of employment by the University of the 69 non-instructional staff at the College will be June 30, 2003. Our contracts with the College's 23 faculty members run through August 13, 2003, and their employment by the University will terminate on that date. All terminations by us are permanent and none of these employees have bumping or transfer rights to continue their employment by the University. We do believe, however, that is likely that all or most of these employees will continue to work at the College after their employment by the University terminates under the auspices of OLS or another educational institution as arranged by OLS. That determination is not within our control, however; it is within the exclusive control of OLS. All of the employees have received notice of their terminations and these circumstances, as has the Mayor of the City of Orchard Lake Village. None of the employees are represented by a union.

We are providing you with this notice not because we believe that we have an obligation to do so under the federal Worker Adjustment and Retraining Notification Act, but rather because we believe that doing so is consistent with the spirit of that Act. If you desire more information as may otherwise be required under the Act, or any other information, please feel free to contact Dr. Damian Fredoryka, the President of St. Mary's College, at (248) 683-0504.

Sincerely yours,

Nicholas J. Healy, Jr.
President