

**Baxter**

July 1, 2003

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JUL - 2 2003

WORKFORCE TRANSITION

**VIA OVERNIGHT MAIL**

Ms. Deborah Hennessey  
Section Manager  
Workforce Transition Section  
Michigan Department of Career Development  
201 N. Washington Square, 5<sup>th</sup> Floor  
Lansing, MI 48913

Dear Ms. Hennessey:

Baxter Healthcare Corporation has developed plans to permanently shut down the facility located at 1200 Parkdale Road, Rochester, Michigan. Consistent with these plans, employment separations are expected to commence on or about August 29, 2003. We anticipate that these plans, when finalized, would be permanent and they would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on August 29, 2003. 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.

PACE International Union represents some of the employees who will be affected by the Company's plans, which have been described in separate letters forwarded to Mr. Allen Cholger, International Representative, PACE International Union, 29136 Tessmer Court, Madison Heights, Michigan 48071. Any bumping rights for affected union-represented employees would be governed by union agreements. Bumping arrangements are not available for affected non-union 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.

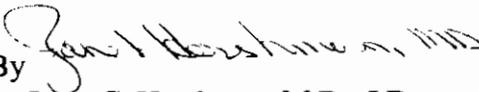


Ms. Deborah Hennessey  
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If you have any questions or desire additional information, please contact Janet C. Hershman, M.D., J.D., Labor and Employment Counsel, One Baxter Parkway, Deerfield, IL 60015, (847) 948-4560.

Very truly yours,

BAXTER HEALTHCARE CORPORATION

By 

Janet C. Hershman, M.D., J.D.  
Labor and Employment Counsel

## BAXTER HEALTHCARE CORPORATION

### 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 certain operations at Baxter Healthcare Corporation's facility located at 1200 Parkdale Road, Rochester, Michigan.

#### Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on August 29, 2003.

<u>Job Title</u>	<u>Number of Employees</u>
Assistant	One (1)
Associate Business System Analyst	One (1)
Buyer	One (1)
CAD Operator	One (1)
Custodian	Two (2)
Documentation Coordinator	Eight (8)
Engineer, I	Three (3)
Engineer, II	One (1)
Group Leader, Mfg.	Six (6)
Information Services Coordinator	One (1)
Lead Technician	One (1)
Maintenance Mechanic, I	Four (4)
Maintenance Mechanic, II	Five (5)
Material Handler, I	Eight (8)
Manager I, Operations	One (1)
Manager I, Regulatory Affairs	One (1)
Operator, I	Sixty-three (63)
Operator, II	Nine (9)
Operator, III	Eleven (11)
Principal Engineer	Three (3)
Project Manager, Manufacturing	One (1)
Quality Associate, I	One (1)
Quality Associate, III	One (1)
Quality Coordinator	One (1)
Quality Specialist	One (1)
Senior Buyer	One (1)
Senior Engineer	Two (2)
Senior Executive Assistant	One (1)
Senior Financial Analyst	One (1)
Senior Principal Engineer	One (1)

Baxter Healthcare Corporation  
WARN Attachment A  
July 1, 2003

Senior Technician	One (1)
Supervisor, Maintenance	One (1)
Supervisor, Manufacturing	Six (6)
Supervisor, Warehouse	One (1)
Traffic Specialist	One (1)
Training Coordinator	One (1)

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Workforce Transition Section  
Michigan Department of Career Development  
201 N. Washington Square, 5<sup>th</sup> Floor  
Lansing, MI 48913

Dear Ms. Hennessey:

Baxter Healthcare Corporation has developed plans to permanently shut down the facility located at 1200 Parkdale Road, Rochester, Michigan. Consistent with these plans, additional employment separations are expected to commence on or about September 30, 2003. We anticipate that these plans, when finalized, would be permanent and they would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a 14-day period commencing on September 30, 2003. 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. Bumping arrangements are not available for affected non-union employees.

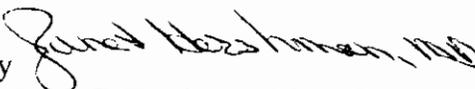
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Very truly yours,

BAXTER HEALTHCARE CORPORATION

By 

Janet C. Hershman, M.D., J.D.  
Labor and Employment Counsel

Enclosure

## ATTACHMENT A

As explained in the accompanying letter, employees currently holding positions in the job titles listed below will be affected by a shutdown of certain operations at Baxter Healthcare Corporation's facility located at 1200 Parkdale Road, Rochester, Michigan.

### Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on September 30, 2003.

<u>Job Title</u>	<u>Number of Employees</u>
Accounting Specialist	One (1)
Documentation Coordinator	Two (2)
Documentation Specialist	Two (2)
Engineer II	Two (2)
Human Resource Coordinator	One (1)
Manager I, Engineering	One (1)
Manager I, Manufacturing	One (1)
Manager I, Quality	Three (3)
Manager II, Manufacturing	One (1)
Manager, Health & Safety	One (1)
Manager, Validation	One (1)
Principal Engineer	Three (3)
Project Manager, Manufacturing	One (1)
Quality Specialist	Three (3)
Sr. Engineer	Two (2)
Sr. Financial Analyst	One (1)
Sr. Planner	One (1)
Sr. Principal Engineer	One (1)
Sr. Technical Analyst	One (1)
Sr. Technician	Four (4)
Supervisor, Maintenance	Two (2)
Supervisor, Manufacturing II	Three (3)
Supervisor, Quality Lab	Two (2)
Technician	Eight (8)