



EXPRESS SCRIPTS®

November 27, 2009

Chong-Anne Canfora
Director, Rapid Response Unit
Michigan Department of Labor and Economic Growth
611 West Ottawa, Fourth Floor
P.O. Box 30004
Lansing, MI 48909

RECEIVED

NOV 27 2009

RAPID RESPONSE
WORKFORCE PROGRAMS

Re: **WARN Act Notice**

Dear Ms. Canfora:

This letter is to notify you, pursuant to the provisions of the Worker Adjustment and Retraining Notification Act of 1988, 29 U.S.C. § 2101 *et seq.* ("WARN Act"), that, conditional upon the non-renewal of a major contract with the State of Michigan, Express Scripts, Inc. will permanently close its entire Farmington Hills, Michigan facility, located at 30445 Northwestern Hwy. Suite 300, Farmington Hills, MI 48334, on 1/31/10, and permanently lay off 41 employees employed at the facility. This notice is expressly conditioned on the non-renewal of the contract which, if not renewed, will necessarily, in the normal course of business, lead to the closing of Express Scripts, Inc.'s Farmington Hills facility. If the contract is renewed, however, Express Scripts, Inc. will not close the facility on the date indicated.

It is expected employees will be laid off within the two-week period beginning on 1/18/10. The plant closedown is anticipated to be completed by 1/31/10. A list of the positions of the laid-off employees, number of employees in each position, and expected dates of separation from employment is attached.

The patient/client advocates, senior patient/client advocates, and administrative assistant affected by the plant closing are represented for collective bargaining purposes by the United Automobile, Aerospace and Agricultural Implement Workers of America Local Union No. 600. The name and address of the chief elected official of United Automobile, Aerospace and Agricultural Implement Workers of America Local Union 600 is Jerry Sullivan (President), Local 600 U.A.W., 10550 Dix Avenue, Dearborn, MI 48120.

Bargaining unit employees are subject to layoff in accordance with the seniority provisions of the applicable Collective Bargaining Agreement. As a result, the anticipated schedule of separations may change subject to employees exercising their seniority rights as the layoffs proceed; however, there are no transfer rights to another location for employees.

The notice is intended to comply with the notice obligations, if any, of Express Scripts, Inc. under the WARN Act. However, the giving of this notice shall not constitute an

acknowledgement by Express Scripts, Inc. of any obligations under the WARN Act in the event the effects of the layoffs are such that the requirements of the WARN Act do not apply.

For further information regarding the plant closing, you may contact Bill Nee, VP – Human Resources, One Express Way, St. Louis, MO 63121; phone 314.684.6169.

Sincerely,

A handwritten signature in black ink that reads "William J. Nee". The signature is written in a cursive style with a large initial 'W' and a distinct 'Nee' at the end.

William J. Nee

ATTACHMENT TO NOTICE TO STATE DISLOCATED WORKERS'
UNIT DESIGNATED UNDER TITLE VII OF THE
JOB TRAINING PARTNERSHIP ACT

[List All Job Titles -- Both Salary and Hourly – Mass Layoff]

	<u>Salaried Job Titles Affected</u>	<u>Number of Employees</u>	<u>Expected Date of Separation</u>
1	Supv. – Contact Center	1	1/31/10

	<u>Hourly Job Titles Affected</u>	<u>Number of Employees</u>	<u>Expected Date of Separation</u>
1	Patient/Client Advocate	34	1/31/10
2	Patient/Client Advocate II	2	1/31/10
3	Senior Patient/Client Advocate	3	1/31/10
4	Administrative Asst	1	1/31/10