



Covance Inc.  
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April 13, 2010

VIA FACSIMILE AND FEDERAL EXPRESS

Ms. Chong-Anna Canfora  
Director, Rapid Response Unit  
Michigan Department of Labor & Economic Growth  
611 West Ottawa, 4th Floor,  
Lansing, MI 48909

**RECEIVED IN**

APR 14 2010

**RAPID RESPONSE**

Re: Notice of "Plant Closing" Pursuant to WARN Act – Covance Research Products

Dear Director Canfora:

This notice is being provided under the federal Worker Adjustment and Retraining Notification ("WARN") Act, which requires covered employers to give notice to certain government officials of a pending mass layoff or plant closing. This letter serves to advise you that Covance Research Products ("Covance") will be conducting a permanent "plant closing," as defined by the WARN Act, at its Kalamazoo, Michigan facility located at 6321 South 6<sup>th</sup> Street, Kalamazoo, MI 49009 ("Kalamazoo Facility"). Covance will be terminating its operation of the Kalamazoo facility by November 30, 2010. Individual terminations from Covance are expected to begin on or about June 14, 2010 and are expected to continue on August 3, 2010, October 4, 2010 and December 2, 2010.

The job titles of the Kalamazoo Facility positions affected by this "plant closing," and the number of employees in each such position, are as follows:

AFFECTED POSITION	NUMBER OF EMPLOYEES
Administrative Assistant	1
Animal Technician	35

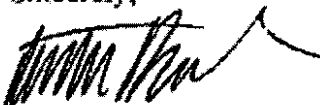
Client Services Coordinator	1
Customer Service Representative	1
Environmental Health and Safety Specialist	1
Group Leader	2
Maintenance Technician	3
Senior Generalist, Human Resources	1
Senior Manager	1
Site Director	1
Study Technician	10
Supervisor, Facilities	1
Supervisor, Laboratory Animal Care	3
Veterinarian	2
Total	63

No "bumping" or transfer rights exist for employees at the Kalamazoo Facility.

For further information, please contact Abbe Siver, PHR, Senior HR Generalist at (269)

375-0482.

Sincerely,



Katherine Pregel  
Employment Counsel  
Covance Inc.