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DEPT. OF LABOR

FEB 14, 2011

RAPID RESPONSE UNIT

February 11, 2011

Hand Delivered

Andrea Sluszarz
Connecticut Department of Labor
200 Folly Brook Blvd
Wethersfield, CT 06103

Re: Notice of Reduction in Force

Ms. Sluszarz:

As a consequence of the pending merger of NewAlliance and First Niagara, a permanent reduction in force at the 923 Main Street, Manchester, CT 06040 and 195 Church Street, New Haven, CT, 06510 facilities will commence on April 15, 2011 as functions are centralized to eliminate redundancies and business that does not fit into First Niagara's business strategy. The first separation which will result from this reduction is expected to occur on April 15, 2011. The anticipated schedule of separations is as follows:

| <u>Expected Date(s)</u> | <u>Number of Anticipated Separations</u> |
|-------------------------|--|
| 04/15/2011-04/29/2011 | 72 |
| 04/29/2011-05/13/2011 | 38 |
| 05/13/2011-05/27/2011 | 24 |
| 05/20/2011-06/03/2011 | 8 |
| 05/31/2011-06/14/2011 | 22 |
| 06/10/2011-06/04/2011 | 9 |
| 06/17/2011-07/01/2011 | 19 |
| 08/12/2011-08/06/2011 | 5 |
| 08/31/2011-09/14/2011 | 1 |
| 09/16/2011-09/30/2011 | 2 |
| 09/30/2011-10/14/2011 | 5 |
| 10/31/2011-11/14/2011 | 1 |
| 12/16/2011-12/30/2011 | 6 |
| 01/13/2012-01/27/2012 | 7 |

This reduction in force is part of a broader effort to realign the workforce across the New England region to include more customer-facing positions. This effort is expected to result in the elimination of approximately 230 back-office and support positions held by current NewAlliance employees. But our current workforce plan includes the creation of 180 new customer-facing positions throughout the region over the next 12 months, resulting in a net reduction of 50 positions in 2011, or 4 percent of NewAlliance's current 1,200-employee workforce. Today's notice formalizes notification of these workforce changes, which were informally detailed for employees and the public on December 20, 2010.

None of the employees affected by this reduction are represented by a union or have any bumping rights. Attached hereto is a listing of the job titles of positions to be affected and the number of employees

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expected to be affected in each job classification. This notice is based on the best information presently available.

As you know, the Worker Adjustment and Retraining Notification Act encourages employers to voluntarily provide notice where it may not be required and to provide more than sixty day's notice where possible. That is why you are receiving this notice.

The name and telephone number of the company official to contact for further information is Frank Polino, 716-819-5797.

Very Truly Yours,



Amanda Oldfield
Vice President, Human Resources

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List of Affected Employees and Job Titles (Manchester Facility)

| Job Title | Number of Impacted Positions |
|---|------------------------------|
| Asst Dept Head Loan Servicing | 1 |
| Business Development | 1 |
| Business Development Manager | 1 |
| Business Liaison & Project Mgr | 2 |
| Call Center Manager | 1 |
| Cash Management Analyst | 3 |
| Cash Mgmt & Wire Transfer Specialist | 1 |
| Clerk | 1 |
| Clerk - Insurance | 1 |
| Commercial Loan Servicing Admin | 1 |
| Commercial Loan Servicing Officer | 1 |
| Contact Call Center Asst Mgr | 1 |
| Customer Consultant | 9 |
| Customer Service Manager | 1 |
| Data Security Manager | 1 |
| Data Technician | 1 |
| Deposit Services Manager | 1 |
| Escrow Administrator | 1 |
| Exception Items Supervisor | 1 |
| Insurance Specialist | 1 |
| IS Support Technician | 2 |
| Loan Review Analyst I | 1 |
| Loan Adjustment Administrator | 1 |
| Loan Escrow Supervisor | 1 |
| Loan Servicing Administrator | 1 |
| Loans & Finance Technical Spec | 1 |
| Manager Deposit Services | 1 |
| Merchant Ac Administrator | 1 |
| Merchant Service AC Admin | 2 |
| Merchant Services Clerk | 1 |
| Merchant Services Sales Mgr | 1 |
| Mgr Business Liaison Project Mgr | 1 |
| Mortgage Servicing | 1 |
| MSC Process & Risk Manager | 1 |
| Project Mgr, Loan & Finance Tech Specialist | 1 |
| Regional Sales Manager | 1 |
| Relationship Manager | 10 |
| Rep - Payment Processor 3 | 2 |
| Research & Adjustment Specialist | 4 |
| Retirement Plan Administrator | 1 |
| Retirement Plan Mgr | 2 |

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| Supervisor Research & Adjustments | 1 |
| Sr Wire Transfer Specialist | 2 |
| Sr Business Liaison/Project Mgr | 1 |
| <u>List of Affected Employees and Job Titles</u> | |
| Sr Customer Consultant | 4 |
| Sr Exception Items Specialist | 6 |
| Sr Network Admin/Analyst | 1 |
| Sr Network Technician | 1 |
| Sr Research & Adjustment Specialist | 1 |
| Sr Wire Transfer Specialist | 1 |
| Technical Support Asst - MS | 1 |
| Technical Support Supervisor | 1 |
| Telemarketing Sales Clerk | 3 |
| Wire Transfer Specialist | 2 |
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| Total Manchester Reductions | 93 |

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List of Affected Employees and Job Titles (New Haven Facility)

| Job Title | Number of Impacted Positions |
|---------------------------------------|-------------------------------------|
| A/P Administrator | 1 |
| A/C Administrator | 1 |
| Administrative Assistant | 9 |
| Application Access Administrator | 1 |
| Asset Liability Manager | 1 |
| Assistant Corporate Secretary | 1 |
| Asst Controller | 2 |
| Asst Dept Head Loan Servicing | 1 |
| Asst to Inform Security Officer | 1 |
| ATM Specialist I | 2 |
| Audit Administrative Specialist | 1 |
| Bank by Mail Processor | 1 |
| Benefits Representative | 1 |
| Budget & Accounting Systems Mgr | 1 |
| Business Process Analyst | 1 |
| Chief Accounting Officer | 1 |
| Chief Compliance Officer | 1 |
| Chief Invest Officer & Treasurer | 1 |
| Chief Marketing Officer | 1 |
| CIS Savings Processor III | 3 |
| CIS/Savings Processor I | 1 |
| CIS/Savings Processor II | 2 |
| CIS/Savings Supervisor | 1 |
| Commercial Real Estate-Special Assets | 1 |
| Commercial Workout Specialist | 1 |
| Compensation Manager | 1 |
| Compliance & Operations Mgr | 1 |
| Compliance Officer - NAII | 1 |
| Compliance Specialist | 1 |
| Consumer Loan | 1 |
| Consumer Loan Analyst | 1 |
| Consumer Underwriter | 2 |
| Consumer Underwriting Mgr | 1 |
| Controller | 1 |
| Data/Word Processor I | 1 |
| Dept Head Loan Servicing | 1 |
| Deputy General Auditor | 1 |
| Dir of Business Intelligence | 1 |
| Dir of Financial Planning & MIS | 1 |
| Dir of Marketing Communication | 1 |
| Director of Investor Relations | 1 |
| Director, Deposit Services | 1 |

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|---------------------------|---|
| Director, eBusiness | 1 |
| Director, Human Resources | 1 |

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List of Affected Employees and Job Titles

| | |
|---|---|
| eBusiness Manager | 1 |
| Executive Receptionist | 1 |
| Financial Analyst -Investments | 1 |
| Financial Reporting Manager | 2 |
| General Auditor | 1 |
| Information Security Officer | 1 |
| Insurance Specialist | 2 |
| Investment Accounting Manager | 1 |
| Lead Profitability Analyst | 1 |
| Legal Process Analyst | 1 |
| Legal Process Sr Analyst | 1 |
| Line of Business Accounting Mgr | 1 |
| Litigation Assistant | 1 |
| Loan Closing Processor | 1 |
| Loan Counselor I | 3 |
| Manager - Financial Systems | 1 |
| Marketing Analytics Manager | 1 |
| Mgr Comm & Network Security | 1 |
| Mgr Profitability Reporting & Analysis | 1 |
| Operations Group Manager | 1 |
| Operations Manager - NAI | 1 |
| Payment Processing Clerk | 1 |
| PIC Admin Asst | 1 |
| PIC Admin Secretary | 1 |
| PIC Data/Word Processor 1 | 1 |
| PIC Loan Servicing Officer | 1 |
| Post Closing Quality Control Specialist | 2 |
| President of NAI | 1 |
| Purchased Loan Accountant | 1 |
| Reconciliation Manager | 1 |
| Records Retention Manager | 1 |
| Retail Banking Assistant | 1 |
| Retail Banking Manager | 1 |
| Retail Special Assets Manager | 2 |
| Retail Workout & BOA Manager | 1 |
| SBA Reconciliation Officer | 1 |
| Secondary Market Assistant | 1 |
| Secondary Market Mgr | 1 |
| Serviced Loan Administrator | 1 |
| Special Assets Servicing and Accounting Mgr | 1 |
| Sr Advertising Manager | 1 |
| Sr ATM Specialist II | 1 |
| Sr Commercial Lender | 1 |

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|--|-----|
| Sr Exec Assistant & Office Mgr | 1 |
| Sr Executive Assistant | 1 |
| Sr Financial Reporting Manager | 1 |
| <u>List of Affected Employees and Job Titles</u> | |
| Sr IS Support Technician | 1 |
| Sr Network Technician | 1 |
| Sr Payroll Consultant | 2 |
| Sr Staff Accountant | 3 |
| Sr System Admin/Analyst Data App | 1 |
| Sr Systems Admin/Analyst Network | 1 |
| Staff Accountant | 1 |
| Staffing Consultant | 1 |
| Supervisory Sox Auditor | 2 |
| Training Manager | 1 |
| Treasury Manager | 1 |
| Vendor Analyst | 1 |
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| Total New Haven Reductions | 126 |

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