



November 1, 2017

Via U.S. Mail and email (John E Asher, CCWD, John.E.Asher@oregon.gov)

Oregon Dislocated Worker Unit
Office of Workforce Investments
Oregon Higher Education Coordinating Commission
875 Union Street NE
Salem, OR 97311

Re: Notification of Anticipated Layoff

To whom it may concern:

This is to notify you that Jive Software, Inc. (the "Company") will be conducting a layoff that will affect employees at the Company's Portland, Oregon facility, located at 915 SW Stark St, Ste 200, Portland, OR 97205.

The first separations relevant to this action are expected to occur on December 31, 2017. It is currently anticipated that all employment separations relevant to this action will occur on that date or during the 14-day period beginning on that date. At present, this action is anticipated to affect only 17 employees within 90 days of December 31, 2017. However, the Company is still in the process of evaluating its needs and it is not presently able to determine whether additional terminations will occur in connection with this action within a 90-day period. Accordingly, in an abundance of caution and consistent with the Worker Adjustment Retraining and Notification Act, 29 U.S. Code § 2101 *et seq.* ("WARN Act"), it is providing this notice, and has provided and will provide notice to affected employees who are identified as being affected by this action.

Incorporated at the end of this letter please find a listing of the job titles of positions to be affected, and the number of affected employees in each job classification. No bumping rights exist in connection with this action, and Company employees are not represented by a union.

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, and whether additional employees may be affected. You will be informed of relevant changes or as additional information becomes available. To the extent that the above actions constitute a covered event under the federal WARN Act or similar state or local laws, this letter is intended to fulfill the requirements imposed under such laws but by providing this information we do not admit that such laws apply or that notice is required.



Please direct any questions about this notice or the planned action to Tom Yoshioka by emailing tom.yoshioka@jivesoftware.com.

Very truly yours,

Thomas Yoshioka

Tom Yoshioka
Sr. Director, Total Rewards

Positions Affected	Number of Affected Employees
Copywriter	1
Director, Design	1
Field Marketing Manager	1
Product Designer	1
Project Manager	1
Sales Development Operations Manager	1
Senior Architect	1
Senior Market Research Manager	1
Senior UI Designer	1
Sr. Director, Deal Desk & Renewal	1
Sr. Director, Global Renewals	1
Sr. Director, Product Marketing	1
Sr. Sales Engineer	1
Sr. Software Engineer	1
Sr. UI Designer	1
Technical Support Analyst	2
VP, Products	1