

WARN NO.
2210



November 6, 2017

Via email to: John.e.asher@oregon.gov

Via mail to:

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

Re: Worker Adjustment and Retraining Notification ("WARN")

Dear Mr. Asher:

Pursuant to the notification requirements of the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), Microsoft hereby provides notice of a layoff, and further provides notice of an anticipated schedule of additional position eliminations leading to a plant closure. This notice follows and is related to Microsoft's notice on July 10, 2017, in which we notified you of the elimination of 61 positions.

Microsoft has decided to reorganize and restructure operations resulting in the elimination of an additional 50 positions located at Microsoft's Wilsonville, OR facility located at 26755 SW 95th Ave., Wilsonville, OR 97070. All 50 additional positions are being permanently eliminated as of January 5, 2018. Microsoft has provided all 50 affected employees with Worker Adjustment and Retraining Notifications. All affected employees will be terminated on January 5, 2018. A list of all affected job titles and the number of individuals affected in each job title is enclosed as part of Attachment A.

Microsoft's decision to eliminate 50 positions located at the above referenced facility is final and is expected to be permanent. The identified facilities will not be closed at this time. The affected employees are not entitled to an opportunity to "bump" or trade places with individuals who are not affected by the decision.

As a further anticipated schedule, Microsoft plans to eliminate additional positions at the above-referenced facility, with position eliminations scheduled to occur on or after December 5, 2017 and January 22, 2018 and all affected employees to be terminated on February 3, 2018 and March 23, 2018. A current list of all affected job titles and the number of individuals anticipated to be affected in each job title is enclosed as part of Attachment B and Attachment C. This list is subject to change if, for example, individuals voluntarily leave employment in the interim. The affected employees are not entitled to an opportunity to "bump" or trade places with individuals who are not affected by the decision. These eliminations will result in the closure of the facility. The decision to eliminate these positions and close the facility is final and is expected to be permanent.

On November 6, 2017, Microsoft sent notice via hand delivery (or overnight courier and email if not present in person) to all affected employees. Notice was also sent to the City of Wilsonville and Clackamas County for affected worksites on November 6, 2017.

For further information please contact me, Jim Wall, Regional Government Affairs Director, at 650-693-2243, or at jimwall@microsoft.com. I have been designated as Microsoft's employer representative for all inquiries related to this matter.

Sincerely,

A handwritten signature in black ink that reads "Jim Wall". The signature is written in a cursive, flowing style.

Jim Wall
Regional Government Affairs Director
U.S. Government Affairs
Microsoft Corporate, External, and Legal Affairs

ATTACHMENT A -WILSONVILLE, OREGON WARN NOTICE (November 6, 2017)	
Standard Title	Number of Impacted Employees
Business Analyst	1
Factory Management Engineer	1
Hardware Engineer 2	1
Manager, Factory Management Engineering	1
Manufacturing Line Leader	8
Manufacturing Operator	2
Manufacturing Technician	8
Manufacturing Test Engineer	1
Operations Program Manager	1
Operations Specialist	2
Procurement Specialist	2
Q&R Engineer	3
Q&R Engineer 2	1
Quality Control Operator	4
Software Engineer	2
Sr Hardware Engineer	5
Supply Chain Planner	4
Support Engineer	1
Supportability Program Manager	2
Grand Total	50

ATTACHMENT B --WILSONVILLE, OREGON WARN NOTICE (<i>Anticipated December 5, 2017</i>)	
Standard Title	Number of Impacted Employees
Manager, Q&R Engineering	1
Manufacturing Line Leader	1
Manufacturing Technician	1
Procurement Manager	1
Quality Control Operator	1
Senior Manufacturing Test Engineer	1
Grand Total	6

ATTACHMENT C -WILSONVILLE, OREGON WARN NOTICE (Anticipated January 22, 2018)	
Standard Title	Number of Impacted Employees
Bus Ops & Program Mgmt Leader	1
Business Program Manager	1
Logistics Planner	1
Manager Factory Management Engineering	1
Manager, Hardware Engineering	1
Manufacturing Line Leader	1
Manufacturing Technician	1
Workplace Services Manager	1
Grand Total	8

