

WARN NO.
3682



John Asher, Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC- Office of Workforce Investments
875 Union Street NE
Salem, OR 97311

RE: WARN Act Notification

To whom it may concern,

This letter is to serve as notice that Deschutes Brewery has conducted permanent and temporary layoffs at our headquarters and production facility, located at 901 SW Simpson Ave, Bend, OR 97702. These layoffs are due to the unforeseen business circumstances we are facing in light of the national epidemic of the novel Coronavirus (COVID-19). The first date of separation is 3/19/2020. For those in a temporary layoff position the anticipated return to work date is currently 4/14/2020. No bumping rights exist for Deschutes Brewery employees. No union or collective bargaining exists. Please find below the list of job titles and number of affected employees in each classification.

Permanent Layoff

| Job Title/Classification | Number of Affected Employees |
|--|------------------------------|
| Accounting Clerk II | 1 |
| Brewery Operational Technology Manager | 1 |
| Brewing Lead | 3 |
| Distribution Coordinator | 1 |
| Janitor | 1 |
| Maintenance Electrical Lead | 1 |
| Maintenance Technician | 2 |
| Manufacturing Plant Electrician | 1 |
| National Account Manager | 3 |
| Packaging Operator | 4 |
| Parts Coordinator | 1 |
| Production Planning Manager | 1 |
| Quality Assurance Manager | 1 |
| Sales Administrator | 1 |
| Warehouse Coordinator | 1 |

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|--------------|---|
| Zone Manager | 1 |
|--------------|---|

Temporary Layoff

| Job Title/Classification | Number of Affected Employees |
|---------------------------------------|------------------------------|
| Brand Planning Specialist | 1 |
| Brewer | 4 |
| Business Unit Field Marketing Manager | 1 |
| Consumer Activation Manager | 1 |
| Content Coordinator | 1 |
| Controls System Engineer | 1 |
| Event Coordinator | 1 |
| Events Ambassador | 8 |
| Executive Assistant | 1 |
| Field Marketing Specialist | 3 |
| Inventory Control | 1 |
| IT Project Manager | 1 |
| Maintenance Technician | 2 |
| Market Manager | 12 |
| Operations Manager | 1 |
| Operations Training Specialist | 1 |
| Packaging Lead | 1 |
| Packaging Operator | 3 |
| POS and Merchandising Coordinator | 1 |
| Production Data Analyst I | 1 |
| Quality Assurance Analyst | 1 |
| Recycling Collector | 1 |
| Sales Specialist | 11 |
| Sr. Market Manager | 1 |
| Trade Marketing Coordinator | 1 |
| Warehouse Loader/Materials Handler | 3 |
| Waste Treatment Operator | 1 |

All of the affected workers have been given written notice of the temporary layoff as well as information on how to apply for unemployment during the temporary layoff.

Please contact Faye Gardner at 541.408.0181 or fgardner@deschutesbrewery.com for additional information.

Sincerely,



Faye Gardner
 HR Manager
 Deschutes Brewery, Inc