

LAIKA

WARN NO.
7199

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

The Hon. Steve Callaway
City of Hillsboro
150 E. Main Street
Hillsboro, Oregon 97123

The Hon. Kathryn Harrington
Washington County Board of Commissioners
155 N. First Avenue, Hillsboro, OR 97124, Suite: 300

DATE: August 14, 2020

RE: Reduction in Workforce at LAIKA

To Whom it May Concern:

Due to the unforeseeable business circumstances created by the COVID-19 pandemic, LAIKA will be reducing its workforce at 6750 NE Bennett St., Hillsboro, Oregon 97214, by at least 50 employees. This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), 29 U.S.C. § 2102, et seq., which requires employers to give official notice to certain government units or officials of a pending layoff that triggers WARN.

This decision was driven by LAIKA's desire to keep its employees safe. LAIKA has been continually incorporating new science on the nature of COVID-19 transmission into its safety practices and protocols. Recent evidence suggests that COVID-19 transmission may be airborne, and the science indicates that more people in an indoor space creates higher risk of COVID-19 transmission. Therefore, keeping employees safe requires the Studio to simplify operations and implement and maintain safety protocols that minimize staff in close quarters and breathing the same air, for the foreseeable future.

The expected date of the job separations is September 1, 2020. Affected employees were given notice on August 14, 2020. LAIKA was unable to provide notice of these separations sooner because of the unforeseeable business circumstances created by the pandemic and the immediate need to adequately protect employees. While the company hopes this reduction is temporary and that it will be able to rehire its full workforce in the near future, the Studio does not know when business may return to some sort of normal and cannot make any guarantees about

reemployment. LAIKA will update this notice upon determination of future dates of job separations.

Bumping rights are not available for affected employees. Affected employees are not represented by a labor organization and will be provided notice directly.

LAIKA will provide the job titles and the number of affected employees in each impacted job category upon request, once determined.

If you have any questions, please contact the undersigned at 6750 NE Bennett St. Hillsboro, OR 97124 or (503) 906-5482.

Sincerely,

s/Colin Geiger

Colin Geiger
General Counsel