

NOTICE OF PLANT CLOSURE / LAYOFF

[29 USC section 2102]

To: Michael Welter, Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC - Office of Workforce Investments
(Michael.welter@hecc.oregon.gov)

Pursuant to 29 U.S.C. section 2102, Makita U.S.A., Inc., gives notice of closure of its Portland, OR Factory Service Center resulting in the layoff of all four employees employed at this location. In addition, two employees residing in Oregon but attached to an out-of-state office are also being laid off as part of a company-wide reduction in force.

Makita U.S.A., Inc., hereby provides the below information regarding this layoff:

1. Name and address of the employment site affected by the layoffs:

Makita U.S.A., Inc.
Factory Service Center
4908 NE 122nd Ave.
Portland, OR 97230

2. Company official to contact for further information:

Donna Ellis, Human Resources Manager
888-842-2444 x8755
Dellis@makitause.com

3. Statement as to whether the planned action is expected to be permanent or temporary and, if the entire plant is to be closed:

The facility closure is expected to be permanent. The layoffs of other employees are expected to be permanent.

4. Expected date of the first separation, and the anticipated schedule for subsequent separations:

June 28, 2023 is the scheduled date for all separations.

5. Job titles of positions to be affected, and the number of employees to be laid off in each job classification:

The Portland Factory Service Center positions are listed below:

<u>Position</u>	<u>No. of Employees</u>
Service Technician Spec.	1
Service Technician Jr.	1
Service Administrative Assistant	1
<u>Factory Service Manager</u>	<u>1</u>
Total	4

The other affected employees located in Oregon are listed below. These employees are employed out of the Makita U.S.A., Inc.'s California corporate office located at 14930 Northam St., La Mirada, CA 90638.

<u>Position</u>	<u>No. of Employees</u>
Territory Manager OPE	1
<u>Territory Manager</u>	<u>1</u>
Total	2

6. For multiple lay-off locations, provide a breakdown of the number of affected employees and their job titles by each lay-off location:

See #5, above reflecting the employees employed in Oregon. See Appendix A for a complete list of affected employees.

7. Indication as to whether or not bumping rights exist:

Bumping rights do not exist.

8. Name of each union representing affected employees:

Not applicable. No positions are union positions.

9. Name and address of the chief elected officer of each union.

Not applicable. No positions are union positions.

10. Notice was provide to the employees at least 60 days in advance of the closure:

Attached as Appendix A is a copy of the written forms of notice provided to each of the affected employees on April 28, 2023.

Cc: City of Portland Mayor Ted Wheeler (1221 SW 4th Ave., #340, Portland, OR 97204)
(mayorwheeler@portlandoregon.gov)

Multnomah County Chair Jessica Vega Pederson (mult.chair@multco.us)

Appendix A

NOTICE TO EMPLOYEE OF LAYOFF

Date: April 28, 2023
To: All Factory Service Center Employees - Portland, OR
Location: Makita U.S.A., Inc.
Factory Service Center
4908 NE 122nd Ave.
Portland, OR 97230

This notice is being provided to you to provide you with notice of layoff as a result of a Company-wide reorganization and reduction in force made necessary by the Company's current financial condition.

The layoff is expected to be permanent. Your last day of work will be June 28, 2023. This layoff is effective June 29, 2023.

You are eligible to participate in a Severance Program. Participation in the Severance Program may require that you continue in your employment during the period from this notice to June 28, 2023. Full details regarding the Severance Program will be provided separately.

The job titles and number of each position included in this layoff are listed on Ex. A, attached.

All employees subject to layoff are being notified on April 28, 2023, with a separation date of June 28, 2023. There are no bumping rights. No union employees are involved.

The Company has given notice of this layoff to the Oregon HECC Office of Workforce Investments and to the Chief elected official in the City of Portland and the County of Multnomah. Copies of this notice are available on request.

All questions regarding this relocation should be directed to Human Resources as follows:

Donna Ellis, Human Resources Manager
888-842-2444 x8755
Dellis@makitausa.com

MAKITA U.S.A., INC.
REDUCTION IN FORCE LIST

LOCATION	POSITIONS/JOB TITLES	No.	Total by location
Factory Service Center 198 Vanderbilt Ave. Norwood, MA 02062	Service Tech Jr	1	
	Service Technician Sr.	1	
	Factory Service Manager	1	3
Factory Service Center 5720 Arville St., Suite 114 Las Vegas, NV 89118	Service Technician Jr	1	
	Factory Service Manager	1	
	Service Technician Sr	1	
	Service Technician Spec	1	4
Factory Service Center 3226 Arden Road Hayward, CA 94545	Service Technician Jr	1	
	Service Technician Sr	2	
	Service Technician	1	
	Factory Service Manager	1	
	Service Admin. Asst.	1	6
Factory Service Center 4908 NE 122nd Ave. Portland, OR 97230	Factory Service Manager	1	
	Service Technician Spec	1	
	Service Admin. Asst.	1	
	Service Technician Jr	1	4
Factory Service Center 2101 NW 33rd St., Suite 800A Pompano Beach, FL 33069	Service Technician Jr	1	
	Service Technician Sr	3	
	Service Technician Spec.	1	
	Factory Service Manager	1	
	Service Admin Assistant	1	7
Factory Service Center 5219 Langfield Road Houston, TX 77040	Service Technician Spec	1	
	Service Technician Jr	1	
	Service Technician Sr	3	
	Service Admin. Asst.	1	
	Factory Service Manager	1	7
Distribution Center 14930 Northam Street La Mirada, CA 90638	Inventory Control Clerk II	1	
	Inventory Control Lead	1	
	Material Handler I	6	
	Material Handler II	6	
	Material Handler III	4	
	Warehouse Lead	1	
	Warehouse Supervisor	1	
	Wave Planner	1	21

MAKITA U.S.A., INC.
REDUCTION IN FORCE LIST

LOCATION	POSITIONS/JOB TITLES	No.	Total by location
Distribution Center 1450 Feehanville Dr. Mt. Prospect, IL 60056	Inventory Control Clerk II	1	
	Inventory Control Lead	1	
	Inventory Control Supvsr	1	
	Material Handler I	1	
	Material Handler II	12	
	Material Handler III	4	
	Warehouse Clerk II	1	
	Warehouse Lead	3	
	Warehouse Supervisor	1	
	Sr DC Manager	1	26
Distribution Center 910 E. Pleasant Run Rd. Wilmer, TX 75175	Demo Tool Coordinator	1	
	Material Handler I	1	
	Material Handler II	1	
	Warehouse Clerk	1	4
California Corporate Office 14930 Northam Street La Mirada, CA 90638	3D Modeler/Designer	1	
	AR Clerk	1	
	AR Clerk II	1	
	Assistant Marketing Channel Manager	1	
	Collection Clerk	1	
	Collection Clerk Jr	2	
	Corporate Account Manager	1	
	Demonstration Event Specialist II	1	
	Designer	1	
	Designer Senior	1	
	Digital Content Specialist	1	
	Factory Market Service Manager	1	
	Key Account Manager, OPE	1	
	Marketing Accounts Service Administrator	1	
	Marketing Asso Brand Manager	1	
	Marketing Lead	1	
	Marketing Product Manager	1	
	Marketing Specialist	1	
	National Accounts Manager	2	
	Product Marketing Specialist - OPE	1	
	Receptionist	1	
Regional Contractor Sales Manager	1		
Residential Construction Sales Manager	1		
Retail Sales Rep	3		
Safety/Loss Administrator	1		
Sales Operations Analyst Jr.	1		

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REDUCTION IN FORCE LIST

LOCATION	POSITIONS/JOB TITLES	No.	Total by location
Cal. Corp. Office, Cont'd	Senior Demonstration Event Specialist	1	
	Supply Chain Analyst	3	
	Technical Support Analyst	1	
	Technical Support Lead	1	
	Territory Manager	7	
	Territory Manager OPE	2	
	Trade Compliance Coordinator	1	
	Trade Show Manager	1	
	Vice President	2	49
California Corporate Office - Employees Located Outside of California [By State]	AZ Key Account Manager, Energy	1	
	CO Factory Market Service Manager	1	
	CO Territory Manager	1	
	MO Territory Manager	1	
	ND Territory Manager	1	
	NE Territory Manager	1	
	NJ Territory Manager	1	
	NY National Trainer	1	
	OH Territory Manager	1	
	OR Territory Manager	1	
	OR Territory Manager OPE	1	
	SC E-Commerce Analyst	1	
	TX National Accounts Manager	1	
	TX Territory Manager OPE	2	
	TX Vice President	1	
	WA Retail Sales Rep	1	
	WA Territory Manager	1	
	WI Territory Manager	1	19
Reno, NV Dist. Center and Customer Service Office 10200 Military Rd. Reno, NV 89506	Demonstration event specialist	1	
	Technical Support Rep	1	
	Customer Service Rep Jr	1	
	Customer Service Rep Jr. - Bilingual	2	5
Georgia Mid-Atlantic Dist. Center and Offices 4200 Falcon Pkwy. Flowery Branch, GA 30542	Customer Service Rep	1	
	Customer Service Rep Jr	3	
	Customer Service Rep Sr	1	
	Demonstration Event Specialist	1	
	Demonstration Event Specialist II	1	
	Human Resource Manager	1	
	Inside Sales Supervisor, National Accounts	1	
	Manufacturing Tech I	1	
	Material Handler II	1	

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LOCATION	POSITIONS/JOB TITLES	No.	Total by location
Georgia Mid-Atlantic Dist. Center and Offices, Cont'd	Nat Acct Inside Sales Rep	3	
	National Accounts Manager	2	
	National Field Sales Manager	1	
	Retail Sales Rep	1	
	Supply Chain Analyst	1	
	Technical Support Jr	1	
	Training Coordinator	1	
	Warehouse Clerk I	1	22
Georgia Mid-Atlantic Dist. Center and Offices - Employees Located Outside of Georgia [By State]	CT National Accounts Manager	1	
	FL Key Account Manager, Energy	1	
	FL National Accounts Manager	2	
	FL Retail Sales Rep	1	
	FL Territory Manager	1	
	IL Retail Sales Rep	1	
	IL Territory Manager	1	
	MA Key Accounts Mgr	1	
	MA Territory Manager	1	
	MA Territory Manager OPE	1	
	MI Residential Construction Sales Manager	1	
	MI Sales Representative	1	
	MO Demonstration Event Specialist	1	
	MO Territory Manager OPE	1	
	NC Territory Manager OPE	1	
	NH Retail Sales Rep	1	
	NH Territory Manager	1	
	NJ National Accounts Manager	1	
	NJ Retail Sales Rep	2	
	NJ Territory Manager	1	
	NY Retail Sales Rep	2	
	NY Territory Manager	2	
	PA Factory Market Service Manager	1	
	SC National Accounts Manager	1	
	TX Retail Sales Rep	3	
	TX Territory Manager	4	
	WI Factory Market Service Manager	1	36
	TOTAL		

NOTICE TO EMPLOYEE OF LAYOFF

Date: April 28, 2023
To: [EMPLOYEE NAME]
Location: Makita U.S.A., Inc.
[LOCATION]

This notice is being provided to you to provide you with notice of layoff as a result of a Company-wide reorganization and reduction in force made necessary by the Company's current financial condition.

The layoff is expected to be permanent. Your last day of work will be June 28, 2023. This layoff is effective June 29, 2023.

You are eligible to participate in a Severance Program. Participation in the Severance Program requires that you either continue in your employment during the period from this notice to June 28, 2023, or give reasonable notice (i.e. two weeks) if you choose to leave sooner. Full details regarding the Severance Program will be provided separately.

The job titles and number of each position included in this layoff are listed on Ex. A, attached.

All employees subject to layoff are being notified on April 28, 2023, with a separation date of June 28, 2023. There are no bumping rights. No union employees are involved.

The Company has given notice of this layoff to the California Employment Development Department and City and County officials, as well as officials in other affected States. Copies of these notices are available on request.

All questions regarding this relocation should be directed to Human Resources as follows:

Donna Ellis, Human Resources Manager
888-842-2444 x8755
Dellis@makitause.com

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	Service Technician Sr	2	
	Service Technician	1	
	Factory Service Manager	1	
	Service Admin. Asst.	1	6
Factory Service Center 4908 NE 122nd Ave. Portland, OR 97230	Factory Service Manager	1	
	Service Technician Spec	1	
	Service Admin. Asst.	1	
	Service Technician Jr	1	4
Factory Service Center 2101 NW 33rd St., Suite 800A Pompano Beach, FL 33069	Service Technician Jr	1	
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	Inventory Control Lead	1	
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	Marketing Product Manager	1	
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	Regional Contractor Sales Manager	1	
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Retail Sales Rep	3		
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	MO Territory Manager	1	
	ND Territory Manager	1	
	NE Territory Manager	1	
	NJ Territory Manager	1	
	NY National Trainer	1	
	OH Territory Manager	1	
	OR Territory Manager	1	
	OR Territory Manager OPE	1	
	SC E-Commerce Analyst	1	
	TX National Accounts Manager	1	
	TX Territory Manager OPE	2	
	TX Vice President	1	
	WA Retail Sales Rep	1	
	WA Territory Manager	1	
	WI Territory Manager	1	19
Reno, NV Dist. Center and Customer Service Office 10200 Military Rd. Reno, NV 89506	Demonstration event specialist	1	
	Technical Support Rep	1	
	Customer Service Rep Jr	1	
	Customer Service Rep Jr. - Bilingual	2	5
Georgia Mid-Atlantic Dist. Center and Offices 4200 Falcon Pkwy. Flowery Branch, GA 30542	Customer Service Rep	1	
	Customer Service Rep Jr	3	
	Customer Service Rep Sr	1	
	Demonstration Event Specialist	1	
	Demonstration Event Specialist II	1	
	Human Resource Manager	1	
	Inside Sales Supervisor, National Accounts	1	
	Manufacturing Tech I	1	
	Material Handler II	1	

MAKITA U.S.A., INC.
REDUCTION IN FORCE LIST

LOCATION	POSITIONS/JOB TITLES	No.	Total by location
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	National Accounts Manager	2	
	National Field Sales Manager	1	
	Retail Sales Rep	1	
	Supply Chain Analyst	1	
	Technical Support Jr	1	
	Training Coordinator	1	
	Warehouse Clerk I	1	22
Georgia Mid-Atlantic Dist. Center and Offices - Employees Located Outside of Georgia [By State]	CT National Accounts Manager	1	
	FL Key Account Manager, Energy	1	
	FL National Accounts Manager	2	
	FL Retail Sales Rep	1	
	FL Territory Manager	1	
	IL Retail Sales Rep	1	
	IL Territory Manager	1	
	MA Key Accounts Mgr	1	
	MA Territory Manager	1	
	MA Territory Manager OPE	1	
	MI Residential Construction Sales Manager	1	
	MI Sales Representative	1	
	MO Demonstration Event Specialist	1	
	MO Territory Manager OPE	1	
	NC Territory Manager OPE	1	
	NH Retail Sales Rep	1	
	NH Territory Manager	1	
	NJ National Accounts Manager	1	
	NJ Retail Sales Rep	2	
	NJ Territory Manager	1	
	NY Retail Sales Rep	2	
NY Territory Manager	2		
PA Factory Market Service Manager	1		
SC National Accounts Manager	1		
TX Retail Sales Rep	3		
TX Territory Manager	4		
WI Factory Market Service Manager	1	36	
TOTAL			213