

May 29, 2025

VIA EMAIL AND REGULAR MAIL

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Mayor Keith Wilson
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Mayor Frank Bubenik
City of Tualatin
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Re: Notice of Potential Cessation of Business Operations

Dear Sirs:

Due to unforeseen business circumstances, Powin LLC's situation, as well as the economy generally, remain dynamic and fluid.

This letter serves as notice regarding the potential cessation of business operations of Powin LLC at all locations, including 1414 NW Northrup St., Suite 900, Portland, OR 97209 and 20550 SW 115th Ave, Tualatin, Oregon 97062. (Please note that this letter does not create any rights or obligations on the part of you or Powin LLC. Those rights and obligations, if any, remain as prescribed by law.) If such cessation of business operations occurs, it is presently contemplated that the affected employees will be permanently terminated.

If Powin LLC's present business circumstances do not improve, it is currently anticipated that a layoff will occur on or before July 28, 2025.

Although Powin LLC does not have any union employees, for clarity, there will be no bumping rights in connection with this layoff. Attached is a list of job positions and the number of individuals affected.

If you have any questions, please contact Chad Paulson, General Counsel, by email at Chad.Paulson@powin.com.

Sincerely,

Scott Getman
VP, Human Resources

ATTACHMENT

POWIN LLC EMPLOYEES

OREGON WORKERS

Job Title	Number of Affected Individuals
Accountant	1
Accountant, Sr	2
Battery Systems Engineer	1
Battery Systems Engineering Specialist	1
Brand & Content Design Manager	1
Buyer	1
Characterization Technician	1
Characterization Test Engineer I	1
Commercial Deal Coordinator	1
Commissioning Operations Manager	1
Data Engineer	1
Data Engineer, Sr	1
Data Scientist, Sr	1
Deal Analyst	1
Deal Manager	1
Dev Ops Engineer, Sr	1
Development & Training Manager, Sr	1
Dir, Technical Program Management	1
Director, Procurement	1
Director, Strategic Marketing	1
Director, Supplier Quality	1
Director, Talent Acquisition Global	1
Director, Total Rewards & HR Operations	1
EHS Field Specialist	1
Embedded QA Engineer	1
Embedded Software Engineer	2
Embedded Software Engineer, Sr	1
Engineering Change Manager	1
Engineering Technician, Sr	1
Executive Assistant	2
Failure Analysis Engineer	1
Financial Analyst	1
Financial Analyst, Sr	1
Global Business & Sales Analyst	1
Head of Sales - North America	1
HR Business Partner, Sr	1
HR Generalist	1
HRIS Analyst Sr	1
Internal Communications Manager	1
IT Security Analyst	1
Lab Service Technician	1

Manager, Business & Operations Finance	1
Manager, Engineering Test Lab	1
Manager, Software Engineering	1
Marketing Specialist	1
Material Handler II	1
Program Manager	1
Project Engineering Specialist	1
Project Executive	1
Project Manager I	1
Project Revenue & Cost Accounting Mgr	1
QA Automation Engineer, Sr	1
QA Test Engineer	3
QA Test Engineer, Sr	1
RMA Coordinator	1
ROC Technical Specialist I	7
ROC Technical Specialist II	1
Sales Director	1
Sales Engineer	2
Software Architect, Sr	1
Software Engineer	1
Software Engineer Sr	2
Software Engineer, Junior	3
Sr Dir, Warranty & RMA Operations	1
Sr Director, Project Management	1
Sr Embedded QA Engineer	1
Sr Manager, Facilities	1
Sr Strategic ISC Initiatives Director	1
Supplier Quality Engineer, Senior	2
Sustaining Engineer	1
Systems Development Engineer, Sr	1
Technical Business Development Director	1
Technical Recruiter, Sr	1
Technical Sales - Bid Manager	2
Technical Training Lead	1
Test Engineer, Sr	1
Transformation Strategic Planning Director	1
Workplace Experience Coord	2

REMOTE WORKERS

Job Title	Number of Affected Individuals
Accounts Payable Lead	1
Accounts Payable Specialist	1
ASP Relationship Manager	1
BI Developer	1
Buyer	1

Category Manager, Sr	2
Chief Executive Officer	1
Chief Financial Officer	1
Chief Operating Officer	1
Chief Projects Officer	1
Chief Technology Officer	1
Chief Transformation Officer	1
Commercial Offering Manager	1
Commissioning Engineer	5
Compliance Coordinator	1
Content Marketing Manager, Sr	1
Corporate Counsel	1
Cost Accountant	1
Customer Quality Engineer, Sr	2
Cybersecurity Engineer Sr	1
Data Analyst, Sr	1
Data Engineer, Sr	1
Data Product Owner	1
Data Scientist I	1
Data Scientist II	2
Data Scientist, Sr	1
Deal Desk Manager	1
DEI Program Director	1
Demand Planner, Sr	1
Desktop Support Technician	1
Desktop Support Technician II	1
Desktop Support Technician Sr	1
Dir, Program Management Office	1
Director, Customer Quality	1
Director, Field Service Operations	1
Director, Manufacturing	1
Director, Quality & Sustaining Engineering	1
Director, Technical Development & Sales Engineering	1
Documentation & Training Coordinator	1
Documentation and Training Specialist	1
Documentation Support Specialist	1
EHS Audit Specialist	1
EHS Program Manager	1
Electrical & Systems Engineer, Sr	1
Enterprise Resource Planning Manager	1
Financial Analyst, Lead	1
FP&A Manager	1
General Counsel	1
Head of Global Sales Operations	1
Head of New Product Development (NPD)	1
IT System Administrator Sr	1
Logistics Billing Specialist	1

Logistics Coordinator	2
Logistics Financial Analyst	1
Logistics Operations Analyst, Sr.	1
Manager, Field Services	1
Manager, Logistics Operations	1
Manager, Mechanical Manufacturing Engineer	1
Manager, Operational Safety	1
Manager, Project Management	1
Manager, Technical Project Management	1
Manager, Workplace Experience	1
Markets & Optimization, Principal	1
Master Data Manager	1
Material Handler I	1
NPI Component Engineer	1
Portfolio Scheduler	1
Product Manager	2
Product Manager, Senior	1
Product Marketing Director	1
Production Manager	1
Program Manager	1
Program Manager, Sr	1
Project Controls Coordinator	1
Project Controls Coordinator, Sr	2
Project Engineer	1
Project Executive	1
Project Manager I	1
Project Manager II	1
Project P&L Manager	1
QA Automation Engineer, Sr	1
QA Test Engineer	2
QA Test Engineer, Sr	1
Regional Sales Operations Director NAM	1
Resource Scheduler, Sr	1
ROC Technical Specialist I	2
ROC Technical Specialist II	1
Sales Director	2
Sales Engineer	2
Sales Engineer, Sr	2
Service Site Manager	9
Software Engineer	4
Software Engineer, Junior	1
Software Engineer, Lead	1
Software Release Engineer	1
Sr Dir, Product Offering Management	1
Sr Director, Sales	1
Sr Director, Strategic Sourcing	1
Sr Global Strategic Accounts Director	1

Sr Manager, Supply & Distribution Center	1
Sr Manager, Software Engineering	1
Sr Sales Director	1
Sr Strategic ISC Initiatives Director	1
Sr Technical Sales Bid Manager	1
Supplier Quality Engineer, Senior	1
Supply Chain Risk Manager	1
Supply Delivery Coordinator	1
System Quality Engineer	1
System Quality Engineer, Sr	1
Technical Product Manager	2
Technical Program Manager, Sr	1
Technical Recruiter	1
Technical Sales - Bid Manager	3
Technical Writer, Sr	2
VP Commercial Execution	1
VP Human Resources	1
VP Manufacturing	1
VP of Quality	1
Warranty & ASP Manager	1