



WARN #9377

PO Box 7068
Springfield, OR 97475-0068

ADDRESS SERVICE REQUESTED

(SENT VIA EMAIL AND U.S CERTIFIED MAIL – RETURN RECEIPT REQUESTED)

October 24, 2025

Michael Welter
Oregon Rapid Response Coordinator
HECC - Office of Workforce Investments
3225 25th Street SE Salem, OR 97302
Email: michael.welter@hecc.oregon.gov

Mayor Melanie Kebler
City of Bend
710 NW Wall Street
Bend, OR 97703
Email: mkebler@bendoregon.gov

Mayor Michael Zarosinski
City of Medford
411 W 8th Street
Medford, OR 97501
Email: mayor@medfordoregon.gov

Mayor Keith Wilson
City of Portland
1221 SW 4th Avenue
Portland, OR 97204
Email: mayor@portlandoregon.gov

Mayor Julie Hoy
City of Salem
440 Church Street SE
Salem, OR 97301
Email: jhoy@cityofsalem.net

Mayor Sean VanGordon
City of Springfield
225 Fifth Street
Springfield, OR 97477
Email: svangordon@springfield-or.gov

Subject: WARN Act Notification – Planned Workforce Reduction Effective December 31, 2025

To Whom It May Concern,

This letter serves as formal notice, pursuant to the Worker Adjustment and Retraining Notification (WARN) Act and applicable state laws, that PacificSource will be conducting a permanent reduction in force due to a significant loss of Medicaid membership in Lane County Oregon. As a result, 265 employees in the State of Oregon will be permanently laid off, effective December 31, 2025.

All impacted employees are being, or have been, directly notified of separation at least 60 days before their separations are scheduled to occur. In compliance with federal and state requirements, this notification is issued to ensure that the appropriate State Rapid Response Dislocated Worker Unit and chief elected local government officials are properly informed in advance of the planned reduction in force. No affected employees will have the right to bump or displace other employees, and there is no union representing any of the affected employees. A list of job titles and the number of employees currently holding affected positions, as well as any other information required pursuant to 20 C.F.R. §639.7(f), will be maintained on site and readily accessible. Below are the relevant details:

Michael Welter
Mayor Melanie Kebler
Mayor Michael Zarosinski
Mayor Keith Wilson
Mayor Julie Hoy
Mayor Sean VanGordon

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- **Company Name:** PacificSource
- **Corporate Office Address:** 555 International Way, Springfield, OR 97477
- **Employment Site(s) Affected:**
 - Bend (OR) – 2965 NE Conners Ave, Bend, OR 97701
 - Medford (OR) – 1301 Poplar Dr., Suite 100, Medford, OR 97504
 - Portland (OR) – 1500 SW First Ave, Suite 200, Portland, OR 97201
 - Salem (OR) – 4263 Commercial St SE, Suite 400, Salem, OR 97302
 - Springfield (OR) – 555 International Way, Springfield, OR 97477
- **Number of Employees Affected:** 265
- **Layoff Type:** Permanent
- **Effective Date:** December 31, 2025

We appreciate your support and guidance during this process. If additional information is required or should you have any questions regarding this workforce reduction, please contact me, Stephanie Pimmel, or Valdete Hugues:

- Stephanie Pimmel, SVP Chief People Officer
Phone: (541) 225-3751
Email: stephanie.pimmel@pacificsource.com
- Valdete Hugues, Director of Human Resources
Phone: (208) 780-2055
Email: valdete.hugues@pacificsource.com

Sincerely,



Stephanie Pimmel
SVP, Chief People Officer
PacificSource