



(SENT VIA EMAIL AND U.S. CERTIFIED MAIL)

December 1, 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 Keith Wilson
City of Portland
1221 SW 4th Avenue
Portland, OR 97204
Email: mayor@portlandoregon.gov

Subject: WARN Act Notification – Planned Workforce Reduction Effective February 1, 2026

Dear Sirs,

This letter will serve as official notice, pursuant to the Worker Adjustment and Retraining Notification (WARN) Act and applicable state laws, that Vibra Specialty Hospital of Portland will be closing the hospital and conducting a permanent reduction in force due to ongoing financial challenges that have made it unsustainable to continue operations at 10300 NE Hancock Street, Portland, OR 97220 on or about February 1, 2026.

The total number of employees to be laid off is 310. Attached you will find a list of job titles and the total number of employees that will be affected in each job classification. 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. 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:

- **Company Name:** Vibra Specialty Hospital of Portland
- **Employment Site Affected:** 10300 NE Hancock Street, Portland, OR 97220

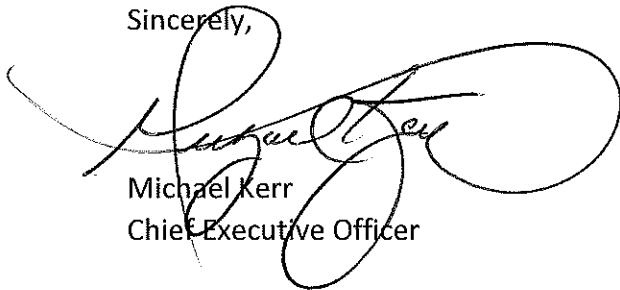
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- **Layoff Type:** Permanent
- **Effective Date:** February 1, 2026

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:

- Michael Kerr, Chief Executive Officer, Vibra Specialty Hospital of Portland
Phone: (503) 257-5500
Email: mkerr@vibrahealth.com
- Frederick "Rick" Spreng, HR Director, Vibra Specialty Hospital of Portland
Phone: (503) 257-5881
Email: fspreng@vshportland.com
- Paul Herrera, Division Director, Human Resources of Vibra Healthcare
Phone: (559) 493-8826
Email: pherrera@vibrahealth.com

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Kerr", with a large, stylized loop at the end.

Michael Kerr
Chief Executive Officer

**Vibra Specialty Hospital of Portland
Reduction in Force – Effective February 1, 2025**

Job Title	Number of Employees
Admissions Coordinator	1
Certified Nursing Assistant	41
Case Manager	4
Case Management Assistant	1
Certified Occupational Therapy Assistant	2
Certified Pharmacy Technician	6
Chief Clinical Officer	1
Chief Executive Officer	1
Chief Marketing Officer	1
Clinical Admissions Manager	1
Clinical Assistant	16
Clinical Dietitian	2
Clinical Liaison	5
Dialysis Nurse	2
Dialysis Nurse Manager	1
Director of Case Management	1
Director of Human Resources	1
Director of Plant Operations	1
Director of Respiratory Therapy	1
Director of Quality/Risk Management	1
Director of Rehabilitation Services	1
Director of Nursing	1
Director of Pharmacy	1
Executive Assistant	1
Floor/Unit Nurse Supervisor	3
HIM Clerk/Technician	2
HIM Coder	1
Human Resources Assistant	1
Infection Preventionist	1
Lead Certified Pharmacy Technician	1
Lead Maintenance Technician	1
Lead Security Guard	1
Licensed Practical Nurse	23
Maintenance Technician	9
Materials Management Technician	2
Materials Management Coordinator	1
Nurse Practitioner	1

Nurse Supervisor	7
Occupational Therapist	3
Patient Ambassador	1
Pharmacist	5
Physical Therapist	4
Physical Therapy Assistant	3
Physician Assistant	1
Radiology Supervisor	1
Receptionist	1
Registered Nurse	95
Respiratory Therapist	22
Security Guard	3
Speech Language Pathologist	5
Staffing Coordinator	1
Tele Monitor Technician	2
Therapy Technician / Rehab Aide	3
Unit Secretary/Clerk	7
Wound Care Coordinator	1
Wound Care Licensed Practical Nurse	2
Wound Care Registered Nurse	2
Total Number of Employees	310