



WARN #9517

PO Box 7068
Springfield, OR 97475-0068

ADDRESS SERVICE REQUESTED

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

May 27, 2026

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

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

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

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 July 31, 2026

To Whom It May Concern,

This letter serves as formal notification, pursuant to the Worker Adjustment and Retraining Notification (WARN) Act and applicable state laws, that PacificSource will be conducting a permanent reduction in force driven by the decision to exit Montana and the Individual line of business, along with rightsizing in the Oregon market across all lines of business. As a result, 97 Oregon employees will be permanently laid off, effective July 31, 2026.

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 Julie Hoy
Mayor Sean VanGordon
Mayor Keith Wilson
Page 2
March 27, 2026

- **Company Name:** PacificSource
- **Address:** 555 International Way, Springfield, OR 97477
- **Employment Site Locations Affected:**
 - Bend (OR) – 2965 NE Conners Ave, Bend, OR 97701
 - 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:** 97
- **Layoff Type:** Permanent
- **Effective Date:** July 31, 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 me, Stephanie Pimmel, or Valdete Hugues:

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

Sincerely,

Stephanie Pimmel

Stephanie Pimmel
SVP, Chief People Officer
PacificSource
Phone: (541) 225-3751
Email: Stephanie.pimmel@pacificsource.com