



woodgrain millwork

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Date: November 25, 2014

Woodgrain Millwork
1948 N. Main Street
P.O. Box 687
Prineville, OR 97754

RE: Notice of Mass Layoff

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to affected employees and certain government units or officials of a pending mass layoff.

Earlier this month, due to excessive rain and snowfall/weather conditions, the Prineville facility experienced a roof collapse. Unfortunately, the part of the facility where the roof collapsed is integral to the operation of the facility. The Company has carefully analyzed this situation and its available options, and it is with regret that I must report to you that the Company has decided to cease many of the operations at the Prineville location for the foreseeable future. As a result, we anticipate that on Tuesday, November 25, 2014 we will permanently lay off approximately 130 millwork employees, 2 production managers, and 1 sales representative.

Approximately 85 workers are expected to be retained temporarily to assist with the shutdown and transition of work in process. Between November 25th and December 31st, 2014 we expect to continue to lay off 85 workers including approximately 76 millworkers, 5 administrative staff, and 4 employees engaged in security.

Approximately 36 employees will remain employed at our Prineville location, primarily employed in our pellet mill, MDF moulding manufacturing and support staff of those operations.

No bumping rights exist. The Company intends to offer severance benefits to affected exempt-level employees according to established company policy.

You are receiving less than 60 days' notice of this layoff because the layoff is due to a natural disaster. We are providing this notice as quickly as practical.

Should you have any questions, please call me at (541) 447-4177.

Sincerely,

Benjamin S. Barron
Operations Manager
Woodgrain Millwork