

Panasonic

WARN NO.
2172

Panasonic Eco Solutions Solar America, LLC

September 6, 2017

5475 Gaffin Road SE Salem, Oregon 97317
Phone: 503-365-6800
Fax: 503-365-6855

Via email with read receipt requested

Email: john.e.asher@oregon.gov

John Asher
Rapid Response Coordinator
Office of Community Colleges and Workforce Development
Oregon Higher Education Coordinating Commission
875 Union Street NE
Salem, OR 97311

RE: Announcement of factory closure

Dear Mr. Asher,

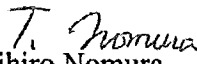
I am writing on behalf of Panasonic Eco Solutions Solar America, LLC ("PESSA"), a division of Panasonic Corporation of North America, to inform you that there will be a total closure of the facility located at 5475 Gaffin Road SE, Salem, Oregon 97317, which will be announced to employees in the evening on September 6, 2017. This closure is expected to be permanent and will affect all employees. I regret that business conditions in our part of the solar industry have led to this action; but I wanted to thank you and your colleagues in the Salem city government for your support of our work over the years.

The expected date of the first employee separations will be November 6, 2017. As our facility is ceasing operation, there will not be any bumping rights for the affected employees

All employees are being notified of their separation dates and that their separation from PESSA will be permanent. For your information attached is a list of the job positions and numbers of individuals who will be affected by this layoff, along with the anticipated schedule for job losses. Please know that both severance and job placement support will be provided. This announcement is based upon the best information currently available. However, various factors may still affect the timing of employment terminations. We will inform you of any significant changes in these plans if additional information becomes available.

This notice is intended to satisfy any notice required by the Federal Worker Adjustment and Retraining Notification Act. Should you have any questions concerning this announcement, please contact Kathryn Dodge at 503.365.6839.

Again, thank you for Salem's interest and support of our employees and our company.


Toshihiro Nomura
President
Panasonic Eco Solutions Solar America, LLC

| Class/ Unit/ Group | Job Title | Age | # Selected/ Eligible | # Ineligible | Employee Type |
|--------------------------|-----------|-----|----------------------------|-----------------|------------------|
|--------------------------|-----------|-----|----------------------------|-----------------|------------------|

Administration

| | | | | | |
|--|-----------------------------------|----|---|--|---------|
| | Accounting Manager | 34 | 1 | | Regular |
| | AP Clerk | 58 | 1 | | Regular |
| | Assistant Manager | 38 | 1 | | Regular |
| | Assistant Manager | 66 | 1 | | Regular |
| | Associate Buyer | 62 | 1 | | Regular |
| | Buyer | 54 | 1 | | Regular |
| | Customer Srv Representative | 20 | 1 | | Regular |
| | Environmental Health Specialist | 58 | 1 | | Regular |
| | IT Specialist | 30 | 1 | | Regular |
| | Planning & Procurement Manager | 33 | 1 | | Regular |
| | Planning Director | 43 | 1 | | Regular |
| | PV Site Support Engineer | 49 | 1 | | Regular |
| | Senior Human Resources Generalist | 57 | 1 | | Regular |
| | Sr. Director of Finance and Admin | 45 | 1 | | Regular |
| | Sr. Warehouse Clerk | 36 | 1 | | Regular |
| | Vice President | 56 | 1 | | Regular |
| | Warehouse Clerk | 61 | 1 | | Regular |

Facilities

| | | | | | |
|--|----------------------------|----|---|--|-----------|
| | Director of Facilities | 60 | 1 | | Regular |
| | Facilities Engineer | 65 | 1 | | Regular |
| | Facilities Manager | 58 | 1 | | Regular |
| | Maintenance Technician II | 46 | 1 | | Temporary |
| | Maintenance Technician III | 49 | 1 | | Regular |
| | Sr. Maintenance Technician | 40 | 1 | | Regular |
| | Sr. Maintenance Technician | 45 | 1 | | Regular |
| | Sr. Maintenance Technician | 60 | 1 | | Regular |
| | Sr. Maintenance Technician | 61 | 1 | | Regular |
| | Sr. Maintenance Technician | 61 | 1 | | Regular |
| | Sr. Maintenance Technician | 65 | 1 | | Regular |
| | Sr. Maintenance Technician | 66 | 1 | | Regular |

Production

| | | | | | |
|--|-----------------------------|----|---|--|-----------|
| | CG Development Engineer | 29 | 1 | | Regular |
| | CG Engineer | 55 | 1 | | Regular |
| | CG Manufacturing Technician | 43 | 1 | | Regular |
| | CG Manufacturing Technician | 44 | 1 | | Regular |
| | CG Manufacturing Technician | 49 | 1 | | Regular |
| | CG Manufacturing Technician | 51 | 1 | | Regular |
| | CG Manufacturing Technician | 70 | 1 | | Regular |
| | CG Operator II | 53 | 1 | | Temporary |
| | CG Operator III | 27 | 1 | | Regular |
| | CG Operator III | 39 | 1 | | Regular |
| | CG Operator III | 41 | 1 | | Regular |
| | CG Operator III | 43 | 1 | | Regular |
| | CG Operator III | 53 | 1 | | Regular |
| | CG Sr. Operator | 45 | 1 | | Regular |
| | CG Sr. Operator | 49 | 1 | | Regular |
| | CG Sr. Operator | 54 | 1 | | Regular |

| | | | |
|--------------------------------|----|---|-----------|
| CG Sr. Operator | 55 | 1 | Regular |
| CG Sr. Operator | 56 | 1 | Regular |
| CG Sr. Operator | 59 | 1 | Regular |
| CG Sr. Operator | 61 | 1 | Regular |
| CG Supervisor | 40 | 1 | Regular |
| CG Supervisor | 47 | 1 | Regular |
| CG Supervisor | 51 | 1 | Regular |
| CG Supervisor | 61 | 1 | Regular |
| Control Room Operator | 28 | 1 | Regular |
| Control Room Operator | 36 | 1 | Regular |
| Control Room Operator | 45 | 1 | Regular |
| Control Room Operator | 48 | 1 | Regular |
| Day Shift Production Manager | 64 | 1 | Regular |
| Director of Manufacturing | 51 | 1 | Regular |
| Director of QC | 57 | 1 | Regular |
| Document Training Specialist | 42 | 1 | Regular |
| Factory Automation Engineer | 37 | 1 | Regular |
| Junior CG Engineer | 41 | 1 | Regular |
| Junior Process Engineer | 41 | 1 | Regular |
| Manufacturing Systems Engineer | 46 | 1 | Regular |
| Night Shift Production Manager | 60 | 1 | Regular |
| Process Engineering Technician | 40 | 1 | Regular |
| Process Operator I | 21 | 1 | Temporary |
| Process Operator I | 22 | 1 | Temporary |
| Process Operator I | 28 | 1 | Temporary |
| Process Operator II | 26 | 1 | Regular |
| Process Operator II | 27 | 1 | Regular |
| Process Operator II | 35 | 1 | Regular |
| Process Operator II | 36 | 1 | Regular |
| Process Operator II | 50 | 1 | Regular |
| Process Operator II | 52 | 1 | Temporary |
| Process Operator III | 31 | 1 | Regular |
| Process Operator III | 32 | 1 | Regular |
| Process Operator III | 37 | 1 | Regular |
| Process Operator III | 57 | 1 | Regular |
| Process Sr. Operator | 30 | 1 | Regular |
| Process Sr. Operator | 41 | 1 | Regular |
| Process Sr. Operator | 42 | 1 | Regular |
| Process Sr. Operator | 45 | 1 | Regular |
| Process Sr. Operator | 49 | 1 | Regular |
| Process Sr. Operator | 64 | 1 | Regular |
| Process Supervisor | 38 | 1 | Regular |
| Process Supervisor | 41 | 1 | Regular |
| Process Supervisor | 52 | 1 | Regular |
| Process Supervisor | 53 | 1 | Regular |
| Production Engineering Manager | 42 | 1 | Regular |
| Sr. Manager, IT and QA | 47 | 1 | Regular |

