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WARN NO.
2306

September 7, 2018

VIA EMAIL WITH READ RECEIPT AND OVERNIGHT DELIVERY

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

Re: Announcement of Planned Action

Dear Mr. Asher:

I am writing on behalf of Schmidt's Deodorant Company, LLC ("Schmidt's") to give you notice that there will be a total closure of Schmidt's Portland-based factory located at 12602 NE Marx Street in Portland, Oregon on October 31, 2018. This closure is expected to be permanent and will affect all employees.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. These employees are expected to be separated from employment on October 31, 2018; however, they will receive their regular pay through November 6, 2018.

A list of the job positions and number of individuals who will be affected by the factory closing on October 31, 2018 is below.

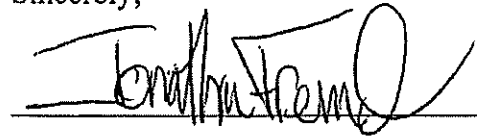
| Job Title | Number of Affected Individuals |
|----------------------------|---------------------------------------|
| Associate | 3 |
| Customer Support Associate | 1 |
| Finishing Associate | 15 |
| Finishing Lead | 2 |
| Inventory Lead | 1 |
| Inventory Associate | 1 |
| Human Resource | 1 |
| Prep Associate | 1 |

| | |
|----------------------|----|
| Prep Lead | 1 |
| Production Associate | 12 |
| Production Lead | 2 |
| Production Manager | 1 |
| Shipping Associate | 8 |
| Shipping Lead | 1 |
| Quality Associate | 1 |
| Warehouse Associate | 1 |

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions because of this closure.

If you have any questions or want additional information concerning this matter, please contact me at 310-247-2165 or jonathan@freundlegal.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Jonathan Freund", written over a horizontal line.

Jonathan Freund

cc: The Honorable Edward T. Wheeler, Mayor of the City of Portland (via Facsimile, Email, and Certified Mail)