



WARN NO. 2710



March 22, 2020

VIA US MAIL AND FACSIMILE
(503) 947-1246

Mr. John Asher
Oregon Rapid Response Coordinator
Oregon Dislocated Worker Unit
Office of Community Colleges and Workforce Development
875 Union Street NE
Salem, OR 97311

Re: Furlough of Employees at Brasada Ranch

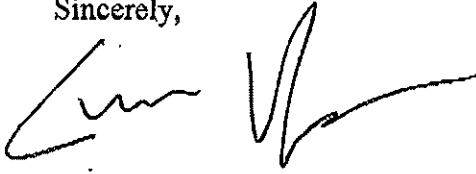
Dear Mr. Asher:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that Brasada Ranch, located at 16986 SW Brasada Ranch Road in Powell Butte, OR will engage in a mass furlough on a rolling basis, commencing on March 23, 2020 through March 31, 2020. This will result in 29 full-time employees and 67 part-time employees being placed on an unpaid leave of absence. Employees placed on a leave of absence will continue to receive health insurance and other benefits. Brasada Ranch's employees are not members of a union, and no bumping rights exist. All affected employees have been notified.

This decision is being made as a result of the unforeseeable, dramatic number of reservation cancellations and other decreases in our business caused by concerns related to the natural disaster that is the Coronavirus, as well as the CDC's recommendation to limit public gatherings to no more than 10 people. While we are hopeful these leaves of absence will not be long-lasting, we are nevertheless providing you this notice out of an abundance of caution to ensure compliance with the law. Unfortunately, because of the unforeseeable business circumstances created by this natural disaster, we are availing the Company of the exception to the 60-day notice requirement, as business circumstances were not reasonably foreseeable as of the time that notice would have been required, and instead are providing this notice as quickly as possible. The duration of the mass furlough is unknown at this point, but we are hopeful it will be short in duration.

If you have any questions or would like additional information about this matter, please contact me at (541) 504-3227.

Sincerely,

A handwritten signature in black ink, appearing to read 'Duncan Hogarth', with a long horizontal stroke extending to the right.

Duncan Hogarth
Managing Director

Copy to:

Hon. Sally Russell, Mayor
City of Bend
710 NW Wall Street
Bend, OR 97703

Stefanie Siebold
Director of Adult Programs, Diversity, Equity & Inclusion,
Equal Opportunity Officer
East Cascades Works
Suite 200
404 SW Columbia Street
Bend, OR 97702