

April 3, 2020

Via E-mail and Certified Mail

WARN
4334

John Asher, Rapid Response Coordinator
Oregon Dislocated Worker Unit
OR HECC/Office of Workforce Investments
875 Union Street NE
Salem, OR 97311
John.E.ASHER@oregon.gov

Mayor Denny Doyle
City of Beaverton
PO Box 4755
Beaverton, OR 97076

RE: Notice of Layoff Pursuant to the Federal and Oregon WARN Act

In compliance with the Federal Worker Adjustment and Retraining Notification ("WARN") Act (29 U.S.C. § 2101 *et seq.*) and the Oregon WARN Act (ORS Labor Code § 1400 *et seq.*), Carr Auto Group is writing to provide you with notice of a "mass layoff" as that term is defined by statute at our operation located at PO Box 4500, Beaverton, OR 97076 Pursuant to Oregon Warn Act and 29 U.S.C. § 2101(b)(2)(A), any reduction in the notification period (to the extent a notice is required) is a result of the unforeseeable business circumstances and economic downturn caused by the COVID-19 pandemic. Notice is concurrently being provided to affected employees in compliance with these Acts as well.

Further, although we are providing notice, we believe no notice is required because (i) the pandemic constitutes a physical calamity under Labor Code § 1401(c), (ii) the layoff is temporary and is not expected to exceed 6 months, and therefore is not considered an "employment loss" under 29 U.S. Code § 2101(a)(6).

As of April 3, 2020, the positions of fifty-five (54) employees will be subject to furlough / temporary layoff. We anticipate this furlough to be temporary but the furlough end date is currently unknow. The furlough end date will be based on further orders from state or local government officials, the COVID-19 pandemic, and business circumstances. There will be no bumping rights. The following is a list of the positions which will be subject to furlough / temporary layoff, as well as the number of employees who currently hold these positions:

Job Titles of Affected Positions	Number of Employees Holding Each Position
Sales Associate	21
Service	33

You may obtain further information about this layoff by contacting me. I can be reached at 503-672-3237 or hr@carrauto.com.

Sincerely,

Keeley Weber-Jones
HR Director
Carr Auto Group