

WARN NO.
4957

April 9, 2020

Via Certified Mail and E-Mail

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Re Announcement of Planned Action

To Whom it May Concern:

As a result of the unforeseeable, dramatic downturn in business and occupancy caused by the coronavirus natural disaster, we are writing to inform you that there will be a mass layoff at the Eagle Crest Resort, 1522 Cline Road, Redmond, OR 97756 on April 10, 2020. We were unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed. This mass layoff is expected to be temporary. The expected date of the first separation will be April 10, 2020.

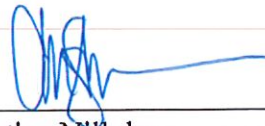
All 60 affected employees have been notified of their separation dates and that their separation from employment will be temporary. Those employees are expected to be separated from employment beginning on April 10, 2020 with all separations accomplished by April 23, 2020.

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

If you have any questions or want additional information concerning this matter, please contact Christine Nilluka, Vice President of Human Resources, at 972-830-3123.

Sincerely,

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Christine Niluka

cc: The Honorable George Endicott, Mayor (Certified Mail and e-mail)

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