

AUGUSTA SPORTSWEAR BRANDS



April 16, 2020

Via E-mail and Certified Mail

WARN NO.
5668

John Asher
Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC – Office of Workforce
Investments
875 Union Street NE
Salem, OR 97311
Info.HECC@state.or.us

Ray Smith
Mayor, City of Coburg
91136 N Willamette Street
PO Box 8316
Coburg, Oregon 97408

RE: Notice of Temporary Furlough Pursuant to the Federal Worker Adjustment and Retraining Notification Act

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*), Augusta Sportswear Brands (the “Company”) is writing to provide you with notice of a mass layoff as that term is defined by statute at our operation located at 91230 North Coburg Industrial Way, Coburg, OR 97408. Pursuant to 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.

Further, although we are providing notice, we believe no notice is required because 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).

In total, the positions of 52 employees are subject to furlough / temporary layoff. On March 23, 2020, the positions of 6 employees were subject to furlough / temporary layoff. On March 30, 2020, the positions of an additional 21 employees were subject to furlough / temporary layoff and on April 6, 2020 the positions of an additional 25 employees were subject to furlough / temporary layoff. We anticipate this furlough to be temporary until May 31, 2020. This date may be extended based on business needs or order by federal, state or local government officials. There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit or represented by a union.

Enclosed please find a spreadsheet list containing the positions that are subject to furlough / temporary layoff, as well as the number of employees who currently hold these positions.

425 Park West Drive, Grovetown, GA 30813
AugustaSportswear.com

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You may obtain further information about this layoff by contacting me. I can be reached at 706-860-4633 x2500.

Sincerely,

Julie Manning

Sr. Director Human Resources