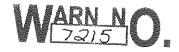






September 3, 2020



VIA E-MAIL - john.e.asher@hecc.oregon.gov

ATTN: John E. Asher, Rapid Response Coordinator Oregon Dislocated Worker Unit Oregon HECC – Office of Workforce Investments 3225 25th Street SE Salem, OR 97302

To WARN Act Coordinator:

In accordance with the provisions of and regulations under the Worker Adjustment and Retraining Notification Act (WARN) and applicable Oregon law, this letter is to advise the Oregon Dislocated Worker Unit that Lags Spine and Sportscare Medical Centers, Inc. d/b/a Lags Medical Centers (the "Company") will terminate employment of its employees at the employment sites listed in **Exhibit A**. This letter is intended to provide you with as much notice as practicable and is based on the best information available to Lags Medical Centers at this time. The basis for reducing the notification period is the rapid and unforeseeable financial hardship. Employee terminations are caused by COVID-19-related business circumstances were not reasonably foreseeable as of the time that notice would have been required, consistent with United States Code, Title 29, section 2102(b)(2)(A) and Code of Federal Regulations, Title 20, section 639.9(b).

The expected date of first separation is November 2, 2020, and the schedule of employee separations is expected to be a rolling-basis over approximately twenty-one (21) days following the date of first separation. The reason for employee terminations is unforeseen financial strains on the business, including the recent outbreak of COVID-19 and the adverse impact the coronavirus is having on business. The planned action is expected to be permanent and the operations by the Company at the employment sites listed in **Exhibit A** are expected to fully close. There are no applicable bumping rights in existence, nor are there any unions representing any of the affected employees.

For further information, please contact HR Manager, Rigo Barajas, at the following address and phone number:

Lags Medical Centers 801 E Chapel Santa Maria CA 93454 Tel: (805) 928-7361

Sincerely,

Lags Medical Centers

Rigo Barajas Human Resource Manager

cc:

Deborah Kafoury Multnomah County Chair 501 SE Hawthorne Blvd Suite 600 Portland, OR 97214-3587

Mayor Ted Wheeler 1221 SW 4th Avenue Room 340 Portland, OR 97204

Kathryn Harrington, At-Large Chair Washington County Board of Commissioners 155 N. First Ave., Suite 300 Hillsboro, OR 97124

Mayor Denny Doyle P.O. Box 4755 Beaverton, OR 97076-4755

Kevin Cameron Marion County Commissioner PO Box 14500 Salem, OR 97309

Mayor Chuck Bennett 555Liberty ST SE Salem, OR 97301

EXHIBIT A

The names and addresses of the employment sites, the job titles of positions to be affected, and the number of employees to be laid off in each job classification are as follows:

| Name of Employment Site | Address | Job Titles | Number of Employees |
|-------------------------|---|--------------------|---------------------|
| 1. Lags Medical Centers | 1015 25 th Street Salem, OR 97301 | Nurse Practitioner | , —— |
| 2. Lags Medical Centers | 1015 25 th Street Salem, OR 97301 | Medical Assistant | 7 |
| 3. Lags Medical Centers | 1015 25 th Street Salem, OR 97301 | Receptionist | 1 |
| 4. Lags Medical Centers | 169 NE 102 nd Avenue Portland, OR 97220 | Nurse Practitioner | |
| 5. Lags Medical Centers | 169 NE 102 nd Avenue Portland, OR 97220 | Medical Assistant | 2 |
| 6. Lags Medical Centers | 169 NE 102 nd Avenue Portland, OR 97220 | Receptionist | 2 |
| 7. Lags Medical Centers | 169 NE 102 nd Avenue Portland, OR 97220 | EMG Tech | |
| 8. Lags Medical Centers | 169 NE 102 nd Avenue Portland, OR 97220 | Clinic Supervisor | |

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