



October 19th, 2024

WARN #8987

Michael Welter, Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC – Office of Workforce Investments
3225 25th Street SE
Salem, OR 97302

Subject: WARN Act Notification – Layoff Due to Faltering Company Exception

Dear Mr. Welter,

I am writing to formally notify you, in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, that DENNIS Uniform will be implementing a permanent mass layoff of all employees at 135 SE Hawthorne Blvd., Portland Oregon 97214 on or about October 19th, 2024. This layoff will impact 111 employees, and the terminations will be effective as of October 19th, 2024.

A good number of the affected workers are represented by the United Food & Commercial Workers Union, local 555. Dan Clay is the President of the Local whose business address is 7095 SW Sandburg Street, Tigard, OR 97223. Krystal Tucker is the union representative that will simultaneously be notified when this notification is sent. There are no bumping rights applicable to employees terminated as a result of these layoffs.

Due to the severe financial distress our company has been experiencing over the past several months, we are invoking the "faltering company" exception under the WARN Act. This exception allows us to provide less than 60 days' notice when a company is actively seeking new capital or business opportunities to avoid layoffs, but the company is unable to obtain the financing or business needed to continue operations. Our company has been working diligently to secure additional funding. Unfortunately, despite our material efforts to do so, we were unsuccessful in securing the necessary resources, making the layoffs unavoidable at this time. We will be closing all sites throughout the country.

We are providing as much notice as possible under these difficult circumstances, and this letter is intended to notify you and the state's Rapid Response team of this impending layoff. The layoffs are expected to be permanent, and no employees will be recalled. Enclosed, you will find a detailed list of the job titles and number of employees affected in each classification.

We are committed to supporting our employees through this transition. We will be providing them with information regarding unemployment benefits, and job placement assistance. We welcome the



involvement of the Rapid Response team to assist employees in finding new employment opportunities and accessing state services.

If you need any additional information regarding this layoff, the circumstances leading to the invocation of the faltering company exception, or any other matter related to this notice please contact Joaquin DeQuintanaRoo, VP of Human Resources, by telephone at 503-535-7194, or by email at hr@dennisuniform.com

We deeply regret the circumstances that have led to this action and appreciate your assistance in helping us manage this transition as smoothly as possible for our affected employees.

Sincerely,

Lawrence Perkins
Interim Chief Executive Officer
DENNIS Uniform

cc: Multnomah County Chair Jessica Vega Pederson, 501 SE Hawthorne Blvd, Suite 600, Portland, OR 97214-3587

Enclosure: List of Affected Job Titles and Employee Classifications



Enclosure:

Department and Job Title	HOU	SAL	Grand Total
600 - Regional Customer Succes		9	9
Customer Success Manager		4	4
Regional Director Of Customer Success		5	5
635 - National Customer Succes		1	1
Vp Of Customer Success		1	1
700 - Production - Merchandisi		1	2
Design Manager		1	1
Product Development Associate		1	1
Production Assistant		1	1
705 - Production - Cutting Roo		8	8
Cutting Associate		3	3
Cutting Room Supervisor		1	1
Pleating Associate		2	2
Pleating Supervisor		1	1
Spreading Associate		1	1
711 - Sewing Line 1		12	12
Parachial		4	4
Sewing Associate		8	8
712 - Sewing Line 2		9	9
Quality Assurance And Returns		1	1
Sewing Associate		7	7
Sewing Room Supervisor		1	1
715 - Production - Finishing		6	6
Finishing Associate		5	5
Finishing Supervisor		1	1
725 - Production - Mgmt		4	4
Director Of Product Sourcing		1	1
Senior Director Of Product Development		1	1
Senior Transportation And Logistics Analyst		1	1
Sourcing Analyst		1	1
730 - Production - Overhead		1	1
Maintenance Engineer		1	1
Portland Facility Manager		1	1



740 - Production - Procurement	4	2	6
Director Of Planning And Sucession		1	1
Portland Cut And Sew Programs Manager		1	1
Production And Logo Management Assistant	1		1
Production Assistant	2		2
Purchase Order Analyst	1		1
750 - Logo Management	2		2
Decoration Administrator	1		1
Logo Analyst	1		1
800 - Business Development		5	5
Director Of Sales		5	5
960 - Design & Marketing		2	2
Creative Director		1	1
Email Manager		1	1
961 - Chief Revenue Officer		1	1
Chief Revenue Officer		1	1
970 - Customer Service	8	2	10
Customer Care Associate	6		6
Customer Care Manager		1	1
Customer Success Support	2		2
Director Of Customer Care		1	1
975 - Information Technology		5	5
Application Architect		2	2
It Helpdesk/Support		1	1
It Infrastructure Engineer		1	1
VP of Project Management		1	1
978 - Planning & Allocations	1	7	8
Director Of New Schools And Addendums		1	1
Director Of Planning		1	1
Logo Manager		1	1
Planning Analyst		1	1
Purchasing Manager		1	1
School Agreement Assistant	1		1
School Agreement Manager		1	1
Special Project Lead		1	1
979 - Planning & Allocations	1	1	2
Back Order Specialist And National Customer Service Representative	1		1



Senior Planning Analyst		1	1
981 - Human Resources	1	3	4
Executive Assistant		1	1
Human Resources Coordinator	1		1
Human Resources Manager		1	1
VP Of Human Resources		1	1
982 - ECOMM		2	2
Pos Engineer		1	1
Vp Of Ecommerce & Marketing		1	1
984 - CEO		1	1
Ceo, Canada		1	1
986 - Exec Team - Sales		1	1
Vp Of Sales And Marketing		1	1
Grand Total	54	49	103