



WARN #9296

VIA Email and US Mail

Michael Welter
Oregon Rapid Response Coordinator
Higher Education Coordinating Commission
Office of Workforce Investments
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Re: WARN NOTICE – Reduction in Force

As a part of a recent contract agreement to upgrade our technology, improve service options for agents and customers and reduce expenses, this Notice will notify you of a reduction in force and a separation of employment for a subset of employees from Oregon Mutual, 400 NE Baker St. McMinnville OR 97128. The reduction in force will take place September 12, 2025, which will also be the date of the affected employees' separation from employment. The reduction in force will affect the positions and employees as shown in the chart below. Oregon Mutual has predominantly work from home/remote employees. While 62 positions are listed in the Notice and all report to the company headquarters in McMinnville, 20 of the positions are occupied by residents of 10 other states, 42 of these positions are filled by Oregon residents and 10 are residents of McMinnville.

Included in this Notice is the list of job titles for positions and the number of affected employees in each job classification. This Notice is given based on the best information Available to the company at this time if there are any changes in the company's plan or in the timing of the reduction in force and separation of employment, you will be notified as soon as possible.

The above action may constitute a covered event for the purposes of the federal worker adjustment and retraining notification ("WARN") Act, and this letter is intended to fulfill the Company's obligations under that Act.

If you have any questions about this letter or the expected date of the reduction in force please contact Leslie Haggith, Human Resources Director, 400 NE Baker Street, McMinnville OR 97128. Email: leslie.haggith@ormutual.com.

Sincerely,

Leslie Haggith,
Director, Human Resources



Job Title	Count of Impacted Employees
Admin Specialist 3	1
Associate Database Administrator	1
Business Analyst	1
Business Analyst Manager	1
Business Architect	1
CL Assistant Underwriter	3
CL Rater 1	2
CL Rater 3	3
Claim Adjuster 1	2
Claim Adjuster 2	6
Claim Tech & Ops Manager	4
Commercial Lines Underwriter	6
Customer Service Rep 1	4
Customer Service Rep 2	3
Customer Support & Service Supervisor	1
Customer Support Specialist 1	1
Customer Support Specialist 2	1
Data Engineer	1
Enterprise Data Manager	1
HR Payroll Specialist	1
Human Resources Generalist	1
Lead Systems Engineer	1
Lead User Experience Engineer	1
Litigation Large Loss Specialist	1
Marketing Assistant & Agency Licensing Coordinator	1
Predictive Modeler	1
Principal Quality Assurance Automation Engine	1
Quality Assurance Engineer	1
Quality Assurance Supervisor	1
Senior Configuration Analyst	1
Senior Systems Engineer	1
Sr CL Underwriter	3
Sr Claim Adjuster 2	4
Grand Total	62