

Via Email

December 23, 2025

Michael Welter, Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC – Office of Workforce Investments
3225 25th Street Southwest
Salem, OR 97302
michael.welter@hecc.oregon.gov

Re: Notice of Layoffs Pursuant to the Federal Worker Adjustment Retraining and Notification Act

To: Oregon Dislocated Worker Unit

This letter is being issued in accordance with any obligation arising under the federal Worker Adjustment Retraining and Notification (“WARN”) Act. Solgen Power, LLC, d/b/a Purelight Power (“Purelight Power” or the “Company”) hereby notifies you that Purelight Power will be shuttering its operations nationwide, including in Oregon.

The One Big Beautiful Bill (“OBBB”), a federal law enacted over the summer, had a significant impact on the Company’s business and profitability. Before the enactment of the OBBB, the Company had benefited from the Inflation Reduction Act, which had promised to boost federal tax incentives for solar energy for at least a decade.

However, the OBBB dramatically cut solar energy tax credits and significantly restricted the use of such credits. This law forced Purelight Power to make rapid changes to the structure of its business. The Company reduced its operating costs, attempted to size its business appropriately to the new sales volume, and shifted to selling via a third-party ownership model. Unfortunately, as incentives for solar energy vanished and investments dried up, the Company faced reduced revenue and difficulty in financing projects. In addition to these issues, the Company had already been facing challenges relating to a prior merger, a dramatic rise in interest rates, and an increase in advertising costs.

The Company retained a financial advisory firm and an investment banker for assistance in facing its financial challenges and for the purpose of obtaining financing or extending its existing financing. With the assistance of its financial advisor and its investment banker, the Company made considerable efforts to refinance its operations or locate a potential buyer for its assets. The Company hoped a buyout could protect as many jobs as possible, given that it would have included the transfer of a significant number of employees to the buyer. The Company received expression of interest culminating in three offers to purchase the Company, all of which were unacceptable to the Company’s secured lender.

The Company's senior secured lender has declared the Company in default on its revolving loan facility and will not advance any further funds except for the purpose of funding a Chapter 7 bankruptcy. Without financing available, negotiations with potential buyers have stalled. Thus, it is now evident that a buyout will not occur. Simply put, the Company is out of time and out of money. The Company has begun the process of shutting down its operations nationwide, is no longer operating in the normal course as a commercial enterprise, and shortly will be filing a petition for Chapter 7 liquidation.

For the foregoing reasons, the Company was not able to provide earlier notice of its shutdown. To the extent applicable under the circumstances, the Company qualifies for the faltering company and unforeseeable business circumstances exceptions to the WARN Act. Notice is further excused under the liquidating fiduciary exception because the Company is being dissolved. Accordingly, Purelight Power is permanently terminating all the positions identified herein.

Facility Name	Facility Address	Approximate Number of Affected Employees
Medford Headquarters	3521 Avion Drive, Suite 200, Medford, OR 97504	71
Administrative Office	860 O'Hare PKWY, #200 Medford, OR 97504	13
Remote	N/A	25

As a result of this action, Purelight Power anticipates the above-described approximately 109 employees will be separated from employment with Purelight Power, with separations beginning on December 23, 2025, and subsequent separations occurring on December 26, 2025.

The employee separations resulting from this action are expected to be permanent. The affected employees are not represented by a union or any other collective bargaining representative. Nor does Purelight Power allow separated employees to displace any other employee based on any factor, including seniority (meaning, no "bumping" rights exist or applicable here). Affected employees will receive any pay and benefits due to them as a Purelight Power employee, up until the termination of their employment. Purelight Power has provided information concerning benefits available in a separate letter to eligible affected employees.

Attached as **Exhibit A** hereto is a list of all affected positions, the job titles of the affected employees, and the schedule of terminations of these affected employees. All affected employees are being or have been notified of their employment terminations with advance notice required under the faltering company, unforeseeable business circumstances, and/or liquidating fiduciary exceptions to the WARN Act.

This notice is being given based upon the best information available to Purelight Power at the time. For further information, please contact JD Beck, CEO of Purelight Power, at (801) 362-2237 or at WARN@PurelightPower.com. In the event you cannot reach anyone at Purelight Power given that the Company has shuttered its business operations, **we encourage you to contact the trustee** responsible for winding up the Company's business.

Sincerely,

A handwritten signature in dark ink, appearing to be 'JD Beck', with a large, stylized 'J' and 'B'.

JD Beck

CEO of Purelight Power

Copy to:

Mayor Michael Zarosinski City of Medford 411 West 8 th Street Medford, OR 97501 mayor@medfordoregon.gov

EXHIBIT A

Title	Facility	Separation Date
Technical Support Agent	Medford Headquarters	December 23, 2025
CEO	Medford Headquarters	December 26, 2025
Director of Lead Management	Medford Headquarters	December 23, 2025
Post Install Support Specialist	Medford Headquarters	December 23, 2025
SaaS Developer	Medford Headquarters	December 23, 2025
Project Planner	Medford Headquarters	December 23, 2025
Post Install Support Specialist	Medford Headquarters	December 23, 2025
Post Install Experience Representative	Medford Headquarters	December 23, 2025
Lead Manager	Medford Headquarters	December 23, 2025
Senior Manager of Home Improvement Coordination	Medford Headquarters	December 23, 2025
Team Lead of Account Solutions	Medford Headquarters	December 26, 2025
Solar Repair Technician Level 1	Medford Headquarters	December 23, 2025
Regional Lead Manager - Web to Home	Medford Headquarters	December 23, 2025
Sales Recruiter	Medford Headquarters	December 23, 2025
Graphic Designer	Medford Headquarters	December 23, 2025
Preliminary Design Manager	Medford Headquarters	December 23, 2025
Site Surveyor	Medford Headquarters	December 23, 2025
Construction Engineer	Medford Headquarters	December 23, 2025
Director of Inside Operations	Medford Headquarters	December 26, 2025
Lead Manager - Web to Home	Medford Headquarters	December 23, 2025
Solar Repair Technician Level 2	Medford Headquarters	December 23, 2025
Senior Director of Centralized Operations	Medford Headquarters	December 26, 2025
Lead Manager - Web to Home	Medford Headquarters	December 23, 2025
Divisional Director	Medford Headquarters	December 23, 2025
Director of Customer Experience	Medford Headquarters	December 23, 2025
Payroll Manager	Medford Headquarters	December 26, 2025
Director of Creative	Medford Headquarters	December 23, 2025
Construction Engineer 2	Medford Headquarters	December 23, 2025

Branch Support Specialist	Medford Headquarters	December 23, 2025
Funding Administrator	Medford Headquarters	December 23, 2025
Home Improvement Coordinator	Medford Headquarters	December 23, 2025
Project Planner	Medford Headquarters	December 23, 2025
People Experience Director	Medford Headquarters	December 26, 2025
Director of Marketing	Medford Headquarters	December 23, 2025
Manager of Sales Experience	Medford Headquarters	December 23, 2025
COO/CMO	Medford Headquarters	December 26, 2025
Construction Engineer	Medford Headquarters	December 23, 2025
Helpdesk Supervisor	Medford Headquarters	December 26, 2025
VP of Operations	Medford Headquarters	December 26, 2025
Construction Engineer 2	Medford Headquarters	December 23, 2025
Sales Ops Manager	Medford Headquarters	December 23, 2025
Safety Coordinator	Medford Headquarters	December 23, 2025
CE Revisionist	Medford Headquarters	December 23, 2025
Construction Engineer	Medford Headquarters	December 23, 2025
Sales Ops Support	Medford Headquarters	December 23, 2025
CSO	Medford Headquarters	December 23, 2025
Customer Service Manager	Medford Headquarters	December 23, 2025
Manager of Support	Medford Headquarters	December 23, 2025
Senior Manager of Solar Repair	Medford Headquarters	December 23, 2025
Branch Support for Build Partners	Medford Headquarters	December 23, 2025
Construction Engineer 2	Medford Headquarters	December 23, 2025
Research/Bids Specialist	Medford Headquarters	December 23, 2025
Lead Manager	Medford Headquarters	December 23, 2025
President of Sales	Medford Headquarters	December 23, 2025
Chief Financial Officer	Medford Headquarters	December 26, 2025
Director of Project Planning	Medford Headquarters	December 23, 2025
Director of Electrical Policy	Medford Headquarters	December 23, 2025
Project Planner	Medford Headquarters	December 23, 2025
Project Planner	Medford Headquarters	December 23, 2025
Project Planner	Medford Headquarters	December 23, 2025
Construction Engineer	Medford Headquarters	December 23, 2025

Sales Ops Trainer	Medford Headquarters	December 23, 2025
CRO	Medford Headquarters	December 26, 2025
Lead Manager	Medford Headquarters	December 23, 2025
Solar Repair Administrator	Medford Headquarters	December 23, 2025
Post Install Experience Representative	Medford Headquarters	December 23, 2025
Project Planner	Medford Headquarters	December 23, 2025
CAD Manager	Medford Headquarters	December 23, 2025
Project Planner	Medford Headquarters	December 23, 2025
Project Planner	Medford Headquarters	December 23, 2025
Customer Service Agent	Medford Headquarters	December 23, 2025

Title	Facility	Separation Date
Affiliate Marketing Manager	Administrative Office	December 23, 2025
Sr. Designer	Administrative Office	December 23, 2025
Lead Management Regional Manager	Administrative Office	December 23, 2025
Recruiting Coordinator	Administrative Office	December 23, 2025
Event Coordinator	Administrative Office	December 23, 2025
Marketing Manager	Administrative Office	December 23, 2025
Marketing Specialist	Administrative Office	December 23, 2025
Qualifying Individual	Administrative Office	December 23, 2025
Post Installation Experience Manager	Administrative Office	December 23, 2025
Solar Repair Administrator	Administrative Office	December 23, 2025
CAD Manager	Administrative Office	December 23, 2025
Post Installation Experience Assistant	Administrative Office	December 23, 2025
Technical Support Agent	Administrative Office	December 23, 2025

Title	Facility or Remote	Separation Date
Sr Manager of Sales Enablement	Remote	December 23, 2025
Lead Manager - Web To Home	Remote	December 23, 2025
Senior Regional Lead Manager - Web to Home	Remote	December 23, 2025
Advertising Specialist	Remote	December 23, 2025

Lead Manager	Remote	December 23, 2025
Construction Engineer Review Manager	Remote	December 23, 2025
Manager of New Deal Review	Remote	December 23, 2025
Project Planner	Remote	December 23, 2025
Project Planner	Remote	December 23, 2025
Manager of Site Survey	Remote	December 23, 2025
HR Coordinator	Remote	December 23, 2025
Project Planner	Remote	December 23, 2025
Human Resources Manager	Remote	December 23, 2025
Project Planner	Remote	December 23, 2025
Customer Escalations Representative	Remote	December 23, 2025
Corporate Financing Analyst	Remote	December 26, 2025
Project Planner	Remote	December 23, 2025
Post Install Representative	Remote	December 23, 2025
Project Planner	Remote	December 23, 2025
Site Surveyor	Remote	December 23, 2025
Permitting Coordinator	Remote	December 23, 2025
Project Planner	Remote	December 23, 2025
President of Sales	Remote	December 23, 2025
Sales Financial Analyst	Remote	December 23, 2025
Controller	Remote	December 26, 2025