April 6, 2026

WARN #9470

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

michael.welter@hecc.oregon.gov

RE: Worker Adjustment Retraining & Notification (WARN) Act Requirement

Mr. Welter,

This letter is being provided to you in accordance with the federal Worker Adjustment Retraining and Notification (WARN) Act. As a result of the relocation and expansion of our business operations to multiple out of state DMS production facilities, Direct Marketing Solutions (DMS) plans to close its Portland production facility and reduce its Portland, Oregon employee population by approximately 96 employees, effective on June 5, 2026. Subsequent employee reductions (about 10) related to this closure will occur through July 31, 2026.

The affected employees are specifically located at 8534 NE Alderwood Rd, 8564 NE Alderwood Rd, and 11555 NE Sumner St, Portland, OR 97220.

Affected employees will receive any pay and benefits due to them as a DMS employee, up until the termination of their employment. DMS has provided information concerning benefits available in a separate letter to eligible affected employees.

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. DMS does not allow separated employees to displace any other employee based on any factor, including seniority; hence, no "bumping" rights exist or are applicable.

Included with this letter is a list of the affected positions, job titles of the impacted employees and the schedule of terminations of these employees (Exhibit A).

If you have any questions or need additional information, please contact me at either mmanning@teamdms.com or our HR Director, Allison Blandini at ablandini@teamdms.com.

Sincerely,
Mary Manning
Mary Manning
Vice President, Human Resources

Enclosure

CC: Office of Mayor Keith Wilson
1221 SW Fourth Avenue, Suite 340
Portland, OR 97204