

March 27, 2020

Brian Marcotte  
WIOA Dislocated Services Section Manager  
Workforce Development - Targeted Services Division  
201 N Washington Sq  
5th Floor  
Lansing, MI 48913



Oakland County's Workforce Development Division  
22180 Parklawn  
Oak Park, MI 48237

Bryan K. Barnett  
Mayor  
1000 Rochester Hills Dr.  
Rochester Hills, MI 48309

David Coulter  
County Executive  
2100 Pontiac Lake Road  
Building 41W  
Waterford, MI 48328

This letter is notice that Paper Source ("Company") is placing employees who work at 196 N Adams Rd, Rochester Hills, MI 48309 on temporary, unpaid furloughs.

There are 10 employees currently affected at this employment site. The first furlough at this site will occur on March 29, 2020. These furloughs will continue indefinitely, but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act or any applicable state mini-WARN law, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

As permitted by 20 C.F.R. § 639.7(f), and any applicable state mini-WARN laws or regulations, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an

indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

Should you wish further information, please contact me at the following phone number:  
312.505.7214.

Sincerely,

A handwritten signature in cursive script that reads "Rhonda L. Dutmer".

Rhonda Dutmer  
Vice President Human Resources