



October 22, 2018

**Via USPS Certified Mail with Return Receipt Requested and E-mail**

Workforce Development Agency, State of Michigan  
WIOA Title I Section  
Krista Johnson, Manager  
201 North Washington Square, 5th Floor  
Lansing, MI 48913  
Email: JohnsonK2@michigan.gov

Troy City Hall  
Dane Slater, Mayor  
500 W. Big Beaver Road  
Troy, MI 48084  
Email: mayorslater@troymi.gov

Executive Office Building – 41 West  
L. Brooks Patterson, Oakland County Executive  
2100 Pontiac Lake Road  
Waterford, Michigan 48328  
mullanw@oak.gov

Re: Announcement of Planned Action

To Whom It May Concern:

I am writing on behalf of Rainbow Child Care Centers ("Rainbow") to inform you that due to the recent merger between Rainbow and KinderCare Education, LLC ("KinderCare"), Rainbow will permanently reduce its workforce at its Home Office located at 1732 Crooks Road, Troy, MI 48084 ("Home Office"). This letter serves as an official 60 day notice under the federal Worker Adjustment and Retraining Notification ("WARN") Act, 29 USC § 2101 *et seq.*

We currently expect the permanent reduction will impact forty-three (43) Rainbow employees at the Home Office. While this number does not currently meet the "plant closing" or "mass layoff" definitions under the WARN Act, it is important to us that we be fully transparent and comply with the spirit of the law, which is why we are providing you with this advance notice.

The expected date of the first separation is January 4, 2019 and the reduction is expected to take place in three waves, with the second and third waves on April 5, 2019 and July 2, 2019, or within 14 days thereafter. There are no provisions in Rainbow's policies related to bumping rights and the affected employees are not represented by a union. As we learn more about how Rainbow and KinderCare will integrate, we may offer some affected employees the opportunity to transfer to another location or job.

We have already provided all affected employees with written notices about these plans and the planned separation dates. The job titles of positions that will be affected, with the corresponding number of affected employees in each job classification, is as follows:

<b>JOB TITLE</b>	<b>NUMBER OF IMPACTED INDIVIDUALS</b>
Recruiting Assistant	1
Compliance Intake Specialist	1
Branding Coordinator	1
Marketing Administrator	2
Quality Improvement Specialist	1
Education Assistant	1
Chief Marketing Officer	1
Payroll Administrator	2
Recruiter	1
HR Generalist	2
Helpdesk Technician	3
Purchasing Coordinator	1
Facilities Assistant	3
Marketing Specialist S2	1
Data Auditor	1
Food Program Specialist	1
Interim Regional Manager	1
Center Support Assistant	1
Accounts Payable S2	1
Purchasing Manager	1
Payroll Manager	1
Recruiter	1
Staff Account S2	1
Chief Financial Officer	1
Training Specialist	1
Sr. Accountant	1
HR Manager	1
Director of HR	1
Financial Analyst	1
Education Manager	1
Education Director	1
Compliance Manager	1
IT Manager	1
Center Support Manager	1
Auditing Specialist	1
Controller	1
<b>TOTAL</b>	<b>43</b>

It is unfortunate that we have to take this action; however, as a result of the merger, we are unable to continue the same operations at the Home Office. If you have any questions or would like additional information concerning this matter, please contact April Uskoski, KinderCare Vice President of Human Resources, at 503-872-4304 and [auskoski@kc-education.com](mailto:auskoski@kc-education.com).

Sincerely,

A handwritten signature in blue ink, appearing to read 'April Uskoski', with a long horizontal flourish extending to the right.

April Uskoski  
Vice President, Human Resources  
KinderCare Education