



June 18, 2018

VIA OVERNIGHT MAIL

Krista Johnson
WIOA Title I Section manager
Workforce Development – Office of Talent Policy and Planning
201 North Washington Square
Lansing, MI 48913

Mayor Mark Huizenga
City of Walker – Mayor's Office
4243 Remembrance Rd. NW
Walker, MI 49534

RE: Notice Pursuant to Worker Adjustment and Retraining Notification Act

Dear Mayor Huizenga and Ms. Johnson:

This letter is being issued in accordance with any possible obligation under the federal Worker Adjustment and Retraining Notification Act ("WARN") to notify you that Charter Communications ("Charter") will be ceasing operation of its Residential Sales Support function located at 3355 Walker Ave., Walker, MI 49544 (the "Facility"). The entire Facility will not be closed as a result of this action. As a result of this layoff action, we anticipate that 51 employees currently at the Facility will be terminated from Charter, with employee terminations expected to occur on August 9, 2018.

Because the Company is committed to providing as much advance notice as possible to the affected employees, all affected employees have been notified of their employment terminations as of June 5, 2018. Affected employees will have the option of applying for open positions at the company for which they are qualified and have an interest.

Enclosed herewith is a listing of all job titles of positions to be affected and the number of affected employees holding each such title. Pursuant to any possible obligation under WARN, notice is being provided simultaneously to the Michigan Workforce Development – Office of Talent Policy and Planning and the chief elected local official by use of this letter.


Affected employees will be paid all wages and other benefits to which they are entitled (if any) through their date of termination. On or before the effective date of each employee's

termination, Charter will provide information concerning benefits available under separate cover to eligible affected employees.

This action is expected to be permanent. None of the affected employees are represented by a union or any other collective bargaining representative. Because Charter does not recognize bumping rights for its employees, terminated employees are not permitted to displace remaining employees based on seniority or any other factor.

This notice is given based upon the best information available to Charter at this time. For further information regarding this matter, please contact Kathy Bryson at 704-206-2573.

Sincerely,

A handwritten signature in black ink, appearing to read 'Paul Marchand', with a large, loopy flourish extending to the right.

Paul Marchand
Executive Vice President, Human Resources

Enclosure

CHARTER COMMUNICATIONS JOB TITLES OF EMPLOYEES AFFECTED BY EMPLOYMENT LOSS
3355 Walker Avenue, Walker, MI 49544

Job Title	Number of Employees in Job
Mgr, Residential Sales Support	2
Sales Support Coordinator I	23
Sales Support Coordinator II	20
Sup, Residential Sales Support	6
Grand Total	51