



Zume Inc.
151 Factory Stores Dr.
Camarillo, CA 93010

Via U.S. Mail

Workforce Dev. Board of Ventura County
Attn: Rebecca Evans, Executive Director
2901 N. Ventura Road, 3rd Floor
Oxnard, CA 93036

Via Email & U.S. Mail

Statewide Services Unit
Workforce Services Division
Employment Development Department
722 Capitol Mall, MIC 69/Room 3099
Sacramento, CA 95814
eddwarnnotice@edd.ca.gov

Via Email & U.S. Mail

Board of Supervisors
Supervisor Kelly Long (District 3)
1203 Flynn Road, Suite 220
Camarillo, CA 93012
kelly.long@ventura.org

Via U.S. Mail

Camarillo Mayor's Office
Attn: Mayor Shawn Mulchay
601 Carmen Drive
Camarillo, California 93010

November 29, 2022

Re: Notice of Mass Layoff

Dear Recipient:

This letter is to notify you of upcoming changes at Zume, Inc. (the "Company") that may constitute a "mass layoff" as defined by the federal Worker Adjustment Retraining and Notification ("WARN") Act, and/or the California counterpart statute, Cal. Labor Code § 1400 *et seq* ("Cal-WARN"). These changes impact employees working at 151 Factory Stores Dr., Camarillo, CA 93010 (the "Facility"), in addition to the Company's remote workers.

The layoffs at this Facility are expected to occur on or around January 28, 2023. Impacted Facility employees are being provided with 60-days' advance notice of termination.

This layoff is permanent and will impact approximately 61 employees at the Facility. This will not result in a closure of the entire Facility. None of the affected employees are unionized and there exist no bumping rights applicable to these layoffs.

This layoff is expected to impact the following job titles (with parentheticals reflecting the number of individuals in each role):

ABB Robotics Technician (1); Computer Numerical Control (CNC) Operator (1); Controls Engineer (2); Custodian (2); Design Lead (1); Drafter with AutoCad (1); EHS Site Manager (1); Electrical Technician (2); IT Systems Administrator (1); Maintenance Supervisor (1); Maintenance Technician I (1); Maintenance Technician II (4); Maintenance Technician III (4); Manufacturing Operator I (5); Manufacturing Operator II

(2); Mechanical Design Engineer (1); Mechanical Engineer (2); Mechatronics Engineer (1); Operator, Automated Assembly Line (3); Plant Technician I (5); Plant Technician II (1); Plant Technician III (1); Process Engineer (1); Product Engineer (1); Quality Assurance Associate (1); Quality Assurance Technician (4); Quality Control Technician (1); Quality Systems Coordinator (1); Quality Technician (1); Sales Administrator (1); Sanitation Technician (1); Senior Mechanical Design Engineer (1); Senior Mechanical Engineer (2); Senior Technical Writer (1); Shipping & Receiving Coordinator (1); and Technical Operations Manager (1).

We are providing you with this notice based upon the best information available to us at this time. We believe that this notice fully complies with any applicable WARN or Cal-WARN requirements, and do not plan to provide you future notices with respect to any incremental changes regarding loss of employment at the Facility. We wish to provide you with notices that are helpful, rather than inundate you with repeated or intermittent updates. However, please let us know if you would like us to provide you with future notices or additional information.

Any assistance you can provide to our employees to assist them in obtaining other employment would be appreciated. If you have any questions, you may contact me at 805.514.0656, or the Company's People Team at askpeople@zume.com.

Sincerely,

A handwritten signature in blue ink, appearing to read "Alexander Garden".

Alexander Garden
Chairman & Chief Executive Officer