November 3, 2026

**Example Company**
123 Example Road, New York, NY

**Alex Example**
40 Example Street, Portland, OR

**Re: Furlough Letter — Alex Example**

Dear Alex Example:

I refer to our discussion with you on , during which we explained the circumstances affecting the business. This letter confirms that discussion in writing.

Pending the outcome of a government contract award, we are instituting a rotating furlough schedule across the engineering team to preserve roles while reducing labor cost. Accordingly, we regret to inform you that we are placing you on a temporary furlough from your position as **Support Specialist**.

## 1. Type and Effective Date of Furlough

Effective **November 16, 2026** through **December 15, 2026**, you will be placed on a rotating furlough on the following schedule: Employee will work one full workweek (Monday 12:01 a.m. through Sunday 11:59 p.m.), followed by one full furloughed workweek in which no work is performed, on a continuous rotating basis beginning the week of June 9, 2025.

## Employment and scheduled work

This letter records the schedule announced above. Your work location is IL. Your employment agreement, any collective bargaining agreement, written plan terms and applicable law govern accrued rights, recall and seniority. A furlough label alone does not decide whether a layoff or separation has occurred for wages, benefits or notice.

Do not undertake work during scheduled off-duty periods. If you perform any work or are directed to work, report the work and time to Karen Oduya so payroll can address it.

For nonexempt work, payroll will count all compensable time, including work allowed outside the schedule. Applicable minimum wage and overtime requirements continue.

## Pay, leave and benefit records

Earned wages, commissions, bonuses and accrued leave remain subject to the applicable law, earning terms and agreement. The ordinary payroll date recorded is November 30, 2026. An earlier final-pay obligation takes priority.


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The proposed change concerns future leave accrual. Previously earned balances will be handled under applicable law and policy. The employer reports that other benefits continue as provided by the applicable plans. Employer will continue to pay its portion of health-insurance premiums. Your share will continue to be deducted from wages earned during your scheduled work weeks.

## Group health coverage

The plan administrator reports loss of active coverage on 2026-11-30. Ask the multiemployer plan for its written notice rules and applicable dates. An eligible beneficiary generally has at least 60 days after the later of the election notice or loss of coverage to elect.

## Unemployment and work-sharing

The unemployment agency decides eligibility and payment for each claimed week. File promptly and report all work and earnings as directed. Enrollment in a shared-work plan requires confirmation from the employer and agency. Your home address and the employer's headquarters do not establish the state where wages were reported.

Wages were reported to more than one state. Ask the agencies about a combined-wage claim, available filing choices and the consequences before filing duplicate claims.

## Collective notice and recall

The employer must assess plant closing, mass layoff and group reductions separately from this individual schedule. Federal WARN generally requires 60 days' advance written notice for covered actions. Assess the employer, the affected operating unit or single site, eligible worker counts, 30- and 90-day aggregation and the actual expected employment losses. A layoff exceeding six months or a reduction of more than half the working hours in each month of a six-month period may count as an employment loss. If a previously shorter layoff is extended, the reason, what was foreseeable when it began, and when notice was given matter. Remote employees can have a reporting or assignment site different from home. Any required notice to workers, representatives or government recipients must be prepared and delivered separately.

Illinois WARN generally requires 60 days' written notice for covered events. Its employer test includes 75 employees excluding part-time workers or 75 employees with at least 4,000 aggregate weekly hours excluding overtime. For a mass layoff, count a single site's 30-day employment losses against at least 25 and 33 percent or at least 250, excluding part-time workers. Assess plant closings, relocations, aggregated events and any claimed exception separately.


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## 10. Return to Work

Unless recalled earlier or the furlough is extended in writing, the announced schedule runs through December 15, 2026. We will confirm your next scheduled shift separately. If an earlier recall becomes necessary, Example Company will provide you with at least **7 days'** advance notice.

Please contact Karen Oduya within 5 business days after receiving recall instructions to confirm availability, request an accommodation or report a conflict. The employer will review the facts, protected leave, and applicable agreement before making any separate employment decision.

## 11. Employee Contact Information

Please ensure that Example Company has your current personal phone number, personal email address, and postal address. **If any of your contact information changes during the furlough, please notify Karen Oduya at k.oduya@prairiepe.example immediately.** Recall notices will be sent using the contact information on file.

## 12. Questions

Please look out for further updates, and do not hesitate to reach out to **Karen Oduya, Chief Operating Officer**, at **k.oduya@prairiepe.example** if you have any questions or concerns.

We understand this is a difficult situation and we appreciate your patience and continued commitment to Example Company. We look forward to welcoming you back when circumstances permit.

Sincerely,

**Employer Representative**

_____ PRINTED NAME

_____ SIGNATURE

_____ DATE

**Karen Oduya**
Chief Operating Officer
Example Company

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## Employee Acknowledgment of Receipt

I, **Alex Example**, acknowledge that I have received this Furlough Letter dated November 3, 2026 from Example Company. My signature below confirms receipt only and does not constitute agreement to, or


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waiver of, any rights I may have under federal, state, or local law, or under any applicable employment agreement or collective bargaining agreement.

**Employee (Acknowledgment of Receipt)**

_____ PRINTED NAME

_____ SIGNATURE

_____ DATE



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