

FLEXTRONICS

July 17, 2015

By Federal Express Monday Delivery

Mayor Harry LaRosiliere
1520 K Avenue
Plano, TX 75074

Texas Workforce Commission
Attn: Layoff/WARN
101 E 15th St, Rm 404T
Austin, TX 78778-0001

Re: Notice of "Mass Layoff" Pursuant to WARN Act

Dear Mayor LaRosiliere and Texas Workforce Commission:

This is to notify you that Flextronics (Plano, Texas) will be conducting a mass layoff as defined by the Worker Adjustment and Retraining Notification (WARN) Act at its site located at 600 Shiloh Road, Plano, Texas 75074. Layoffs will occur in phases, with the first set of Global Operations employees released on or about October 2015 and subsequent layoffs occurring through December 2015. Flextronics anticipates that all layoffs of the Global Operations Group will be complete by the end of December 2015. It is anticipated that approximately one hundred and sixty-eight (168) Flextronics Global Operations employees will be affected by this mass layoff.

All affected Global Operations employees have been properly notified and are eligible to receive a separation payment.

There are no unions representing the affected employees. Flextronics does not have any seniority system, and affected Global Operations employees do not have bumping rights to displace other employees.

We regret the need to take this action as it is always difficult to initiate a mass layoff. This decision was not taken lightly and is a direct result of a change in Flextronics' strategy to consolidate our Plano-TX Global Operations Group into our Austin-Texas Global Operations Group. We expect the process to conclude by December 2015 and are making every effort to help our Global Operations employees through this difficult time. In addition to providing severance packages in accordance with company policy, where

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possible, we are attempting to place impacted Global Operations employees within other functional groups continuing to operate in Plano or at other Flextronics sites. We will also be contacting neighboring employers to see if they have any current Operations openings.

The job titles of positions affected by the mass layoff, and the number of affected Global Operations employees in each job classification, are attached as a separate page.

For further information, please contact me at 469-229-2207.

Sincerely,



Maureen Armstrong
Human Resources Manager

cc:

Ceola Coles
WARN Policy Advisor
U.S. Department of Labor
Employment and Training Administration (ETA)
Office of National Response
Division of Worker Dislocation and Special Response
200 Constitution Avenue, N.W., Room N-5422
Washington, DC 20210