



38 Chauncy Street, 2nd Floor
Boston, MA 02111

Received October 20, 2022 @4:35pm

October 20, 2022

VIA EMAIL AND UPS 2ND DAY AIR

Breeyn Handberg
Rapid Response & WIOA Adult and Dislocated
Worker Program Administrator
Office of Workforce Development
P.O. Box 182105
Columbus, OH 43218-2105
614-466-9897
breeyn.handberg@jfs.ohio.gov

Mayor Andrew J. Ginther
City Hall 2nd Floor
90 West Broad Street
Columbus, OH 43215
Office : 614-645-7671
Email : mayorsoffice@columbus.gov

Re: WARN Notice / Starry, Inc.

Dear Mayor Ginther and Mr. Handberg:

This Notice is provided to you in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.* and any similar applicable requirements of any other federal, state, or local law or ordinance. Although the Company does not believe that any notice is required under applicable law, it is providing this notice as a courtesy.

Due to changes in its business, Starry, Inc. (the "Company") will experience a reduction in its workforce at its facility located at 4171 Arlington Plaza, Suite 19, Columbus, Ohio 43228, and a number of employees of the Company will experience layoffs. The Company expects the date of the first job losses to occur on or around October 21, 2022. There are currently 39 full and part time employees at the facility identified above who will be affected by the resulting layoff.

This action is expected to be permanent. The employees are not represented by a union, and no bumping rights exist with respect to this action.

A list of job titles and positions to be affected, and the number of affected employees in each job classification is attached as Exhibit A.

Notices have been delivered to the employees via email and, where emails were not available, by regular mail or hand delivery. A sample of the notice provided to employees is attached as Exhibit B.

Further information regarding this matter may be obtained from the Company's Head of People, Jeremy MacKechne (peopleteam@starry.com or (908) 447-0694), who will also serve as liaison to the Office of Workforce Development and the Mayor's offices.

This Notice is being provided in compliance with the WARN Act and any similar applicable requirements of any other federal, state, or local law or ordinance, if applicable, without waiving any of the Company's rights.

Sincerely,


William J. Lundregan
SVP, General Counsel
Starry, Inc.



Exhibit A
List of Job Titles and Positions Affected

Job Title	Department	Number of Affected Employees
Account Manager	Marketing	1
Associate Project Manager, Network Deployment	Technical Operations	1
Construction Technician	Technical Operations	4
Construction Technician, Lead	Technical Operations	1
Director, Marketing	Marketing	1
Director, Sales	Sales	1
Enterprise Account Executive	Sales	3
Field Maintenance Technician	Technical Operations	2
Marketing Coordinator	Marketing	1
Marketing Manager	Marketing	1
Marketing Specialist	Marketing	1
Network Technician	Technical Operations	3
Office Manager	G&A	1
Project Manager, Network Deployment	Technical Operations	2
Radio Network Planning Engineer	Technical Operations	1
Senior Director, Technical Operations	Technical Operations	1
Senior Enterprise Account Executive	Sales	1
Solutions Engineer	Technical Operations	2
Subscriber Acquisition Manager	Marketing	1
Subscriber Installer	Subscriber Svcs - Install	5
Subscriber Installer, Lead	Subscriber Svcs - Install	1
Subscriber Sales Representative	Marketing	2
Tier III Network Mgmt. Systems Administrator	Technical Operations	1
Warehouse Assistant	Technical Operations	1
	TOTAL	39



Exhibit B
Sample Notice to Employees

October 20, 2022

Via Email - Personal and Confidential

{{Employee First Name}} {{Employee Last Name}}
{{Street Address}}
{{City}}, {{State}} {{Zip}}
{{Employee Personal Email}}

Re: Notice of Termination and WARN Notice

Dear {{Employee First Name}},

Due to changes in our business operational needs and as a result of financial difficulties, Starry, Inc. ("Starry") must institute a reduction in its workforce, and a number of Starry employees will experience layoffs. Unfortunately, as a result, your position with Starry will be terminated as of October 21, 2022 (the "Termination Date").

Until the Termination Date, you will remain a Starry employee receiving your regular base pay and benefits, but you will be relieved of all duties as of today, October 20, 2022. You will receive your final pay on October 21, 2022 via direct deposit or check, in accordance with your standard payroll payments selection. If you are a non-exempt (hourly) employee, payment for your accrued, unused PTO will be included in your final paycheck. Your health, dental and vision benefits will continue at your current enrollment levels through October 31, 2022.

Although Starry does not believe that any notice is required under applicable law, as a courtesy we are providing this notice, which will also serve as notice under the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 et seq., California Labor Code § 1400, et seq., the Millville Dallas Airmotive Plant Job Loss Notification Act (NJ WARN Act) (N.J.S.A. 34:21-1 et seq.), the New York Worker Adjustment and Retraining Notification Act (N.Y. Lab. Law § 860 et seq.), and any similar applicable requirements of any other federal, state, or local law or ordinance, if applicable.

This action is expected to be permanent. Bumping rights do not exist. This information is based on the best information currently available to Starry, but may change due to subsequent events beyond Starry's control. As a result of your employment loss, you may be eligible to receive job retraining, re-employment services, or other assistance with obtaining new employment from the relevant state or local agency. You may also be eligible for unemployment insurance benefits after your last day of employment through the unemployment insurance agency in your state. Employees may have the right to receive referral, counseling, and other regarding public programs and benefits to assist the employees and employee rights based on law.

Although not legally required, Starry is offering affected employees **2 weeks of severance pay and coverage of COBRA (as defined below) premiums for November and December**, which would extend employees' health, dental and vision benefits at their current enrollment levels through December 31, 2022. This severance payment and COBRA benefits continuation is contingent on you executing a separation agreement that includes a release of claims (the "Separation Agreement").

You will receive the Separation Agreement tomorrow, October 21, 2022, via a DocuSign sent to your personal email. If you do not receive the separation agreement by the end of the day on October 21, 2022, please contact peopleteam@starry.com.



STARRY

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A separate benefits letter will be sent to you that will outline the status of your benefits upon separation and your need to return a form for participation under the Consolidated Omnibus Budget Reconciliation Act (COBRA) continuation of group health coverage. If you do not wish to sign the Separation Agreement described above and want to extend your health, dental and vision benefits beyond October 31, 2022, you must make payment of the COBRA premiums directly to Benefit Resource, Inc. in accordance with the separate benefits letter that you will receive. If you enroll in alternate coverage, you must notify Starry as soon as possible.

The enclosed FAQ documentation contains additional importation information related to your termination. Please review it carefully.

Thank you for your contributions to Starry. We understand that this is a difficult time, so please do not hesitate to reach out to me directly at jmackechnie@starry.com (or to the People Resources team at peopleteam@starry.com or 1-617-263-8962) if you have any questions or concerns.

Yours truly,

Jeremy MacKechnie
Head of People

Enclosure:
FAQs