Announcement Memo

March 31st, 2024

To: All Staff Members

From: Christopher Couleas, CEO

Subject: Rumors about Workforce Reduction

I hope this message finds you all doing well. There is a matter at hand I would like to discuss with you all. It is something that has deeply saddened me to hear and I feel obligated to address it. As far as I understand, there are rumors going around that the company’s recent workforce reduction is due to low sales and budgeting constraints. The first matter I would like to speak about is the falsehood of these claims. They are simply not true. As many of you are aware, when serious circumstances arise, all staff members and shareholders are the first to be informed. There are never any secrets held within this organization. Transparency and respect are core values that we practice. Secondly, we are not suffering from low sales. Even though there is a slight recession, our sales are not being impacted enough to warrant a reduction in the workforce.

Putting business aspects aside, the idea that employees are the heart and soul of the company is absolute. Our progress and success are all due to those we employ and without everyone's help, we wouldn't be who we are. With that being said, I would like to state that every employee is due the respect they deserve, and we would never reduce our workforce due to lower income levels. If employees are relieved of their duties, it is due to repeated poor performance or a serious violation of company policy. Employees are always given the chance to state their concerns and are trusted to respect the company and our efforts. It is a team effort and that includes everyone including managers and owners. This includes myself as well. We all have our parts to play, and all decisions are made fairly.

Ultimately, the current reduction in the workforce is due to a variety of reasons. Being that we are a family company that’s proud and supportive of our employees, we encourage personal growth. With that being the case, many of our younger staff members leave for full-time higher education or opportunities that are best for them. In other words, we want our employees to live fulfilling lives where their futures are of the utmost importance. So, we may lose employees, but we helped grow their ambitions and dreams. Everyone is encouraged to be happy and move forward, so we like to believe we’re the path to their success. They come here to get started and graduate with experience and new skills. Older staff members often leave for retirement, and we want to make sure that they spend time with their families and friends. When our coworkers come to us about leaving, we support their decision because they have a bright future ahead of them and nothing makes us happier than that.

Thank you for your time and I hope that you have better faith in us going forward. Afterall, it takes all of us to make this a successful company where we support not only the business but each other as well. Your work means everything to us, and I hope that disinformation and misleading comments don’t tarnish how you feel about the company and your fellow coworkers.

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