



North Carolina
Department of Commerce
Division of Workforce Solutions

Pat McCrory, Governor
Sharon Allred Decker, Secretary

Will Collins, Assistant Secretary for Workforce

December 3, 2014

TO: Will Collins, Assistant Secretary
FROM: Grants Management Team *RKD*
SUBJECT: WARN Notice

Pursuant to the Worker Adjustment and Retraining Notification Act, please refer to the attached letter received in this office announcing a permanent layoff at **GlaxoSmithKline (GSK)** in Research Triangle Park, North Carolina.

The Division of Workforce Solutions' Dislocated Worker Unit is legislatively charged with handling rapid response for the state of North Carolina.

This notice has been assigned to **Russell Doles**. Please refer any calls received from GlaxoSmithKline (GSK) to Mr. Doles at 919-814-0323.

RKD:ylf

cc: Danny Giddens
Jacqueline Keener
Tammy Lester
Mary Ellen Deeds
Julie Snee
Kevin Dick



GlaxoSmithKline

December 3, 2014

VIA FACSIMILE

Mr. Wendell Davis
County Manager
200 East Main Street
2nd Floor, old Courthouse
Durham, NC 27701
FAX 919 560-0020

GlaxoSmithKline
PO Box 13398
Five Moore Drive
RTP, NC
27709-3398
www.gsk.com

North Carolina Department of Commerce
Division of Workforce Solutions
ATTN: Rapid Response Team
4316 Mail Service Center
Raleigh, NC 27699-4316
FAX 919 662-4770

Dear Mr. Davis and Rapid Response Team:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that GlaxoSmithKline ("GSK" or the "Company") is downsizing its Research and Development function through the elimination of certain operating units located at its facility at Five Moore Drive, Research Triangle Park, North Carolina 27709. This will result in the elimination of approximately 900 roles over the 2015 calendar year.

Approximately 350 positions will be eliminated in the first quarter of 2015 followed by the elimination of approximately 450 positions during the second quarter of 2015, with the balance of the eliminations (approximately 100) occurring by year end. However, please note that these numbers are likely an over statement of the actual numbers since some of the impacted employees will be provided with an opportunity to relocate and take positions in other GSK locations. In addition, as many as 450 of these employees will be offered positions with a Research Triangle based GSK supplier.

The restructuring is intended to improve operational performance and contribute to a multiyear cost savings initiative across our commercial operations, global support functions as well as the R&D and manufacturing facilities.

Affected employees will be notified at least sixty (60) days in advance of their separation and will be provided with pay and benefits during the sixty-day notice period. These employees will also be eligible for certain severance benefits upon termination of their

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employment with the Company. These benefits include severance pay, medical coverage for the severance period and outplacement support.

The planned action is permanent. Bumping rights do not exist. There are no unions representing affected employees.

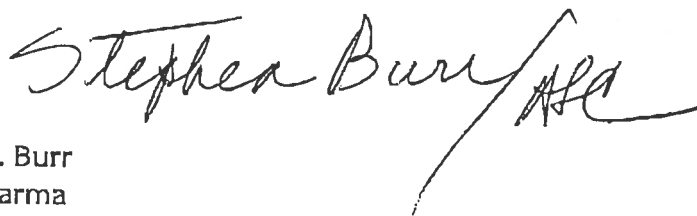
Impacted Employees

Impacted employees include the following:

Chemist
Engineers
Biologists
Clinical development scientist
Statisticians
Other managerial, technical and support roles

If you have any questions, please contact Ernestine Harris at 215-751-4344.

Sincerely,

A handwritten signature in black ink that reads "Stephen Burr" followed by a stylized flourish or set of initials.

Stephen H. Burr
SVP HR Pharma