



NOTICE OF LAYOFF TO AFFECTED EMPLOYEES PURSUANT TO THE WORKER ADJUSTMENT AND
RETRAINING NOTIFICATION (WARN) ACT

Date: December 16, 2020

To: All Employees listed on Exhibit A

Cc: Jay Bassett - jay.bassett@arkansas.gov
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From: Monica Van Berkel, Senior Vice-President, Human Resources

We regret to inform you that we have decided to wind down our LoJack U.S. operations. These products and related services were provided predominately as a hardware-based offering that no longer aligns to the Company's core focus on a software-based business model.

This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification ("WARN") Act, is to inform you that you will be permanently laid off. Additionally, as per the California Employment Development Department guidelines, the purpose of this notice is to provide you with the answers to some questions that you may have regarding your layoff so that you can prepare to locate other employment. The information provided below represents the best information available to the Company at the time this notice was issued.

1. Is my layoff going to be permanent or can I expect to be recalled to employment at some time in the future?

The planned action is expected to be permanent due to discontinuance of our LoJack U.S. operations. A list of the job titles to be affected and the names of the workers currently holding the affected jobs is attached as Exhibit "A."

2. When will the layoffs begin and when am I likely to be laid off?

CalAmp expects layoffs to begin around February 15, 2021. The layoffs will come in stages, depending upon the need for workers as our LoJack U.S. operations wind down.

Between now and your Layoff Date, you will remain employed with CalAmp, and you will continue to receive your full pay, less legally-required deductions, on your regular paydays, as well as your regular employee benefits, provided that you do not voluntarily resign from CalAmp and are not terminated for cause prior to your Layoff Date.

When your employment terminates, you will receive your final pay for any wages you have earned through that date, plus payment for any accrued but unused paid time off, if applicable, through your Layoff Date. If you are currently enrolled in CalAmp's group medical insurance plan, you will continue to receive these insurance benefits at your normal employee rate until the last day of the month in which your termination occurs. Fourteen days from your Layoff Date, you will receive information from Discovery Benefits regarding your right to continue to receive this group medical insurance for a period of time after that date, at your sole expense, under federal law known as "COBRA." You also will receive information and materials regarding your 401(k) Plan options, if you are enrolled in that plan.

3. Do I have any right to "bump" other employees from their jobs based on my seniority with the company?

CalAmp does not recognize strict seniority rights, but may take seniority into consideration as a factor in determining the timing of each employee's layoff. However, seniority will be just one factor in these decisions, and other factors, such as business necessity, expertise, and past performance, also will be taken into account in making these decisions.

4. Will the Company be providing any severance benefits to employees who are laid off?

Employees who work through their last designated date of employment (and do not resign earlier) will be offered a severance package. Based upon your tenure, we are making available a severance payment equivalent to 1 week (40 hours) base salary for each full year of service up to 10 years and 1 week for every two years thereafter (pro-ration for partial years of six months or more) plus an additional 2 weeks, to be paid in a bi-weekly payments (less legally-required deductions), provided that you accept and execute a Severance Agreement and General Release ("Severance Agreement"). The Agreement will be delivered to you on or around December 16, 2020. However, if you voluntarily resign from CalAmp or are terminated for cause prior to your Layoff Date, you will not be eligible for any severance payment. If you have not received a Severance Agreement, please contact Susan Helling, Sr. Director, Human Resources, at (469) 501-6531.

5. Who can I contact for further information?

If you have further questions or need additional information, you may contact Monica Van Berkel, Senior Vice-President, Human Resources, at (949) 600-5640.

On behalf of CalAmp, thank you for your dedicated service. We wish you every success in your future endeavors.

Sincerely,



Monica Van Berkel
Senior Vice President, Human Resources

ACKNOWLEDGEMENT RECEIPT:

I _____ have read and understand the contents of this letter as set forth above.

Employee's Signature

Date