

CALERES



8300 Maryland Avenue, Clayton MO 63105

April 2, 2020

Via Email (lisa.marshall@ded.mo.gov)

and US Mail

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Employment Transition Team Coordinator
Office of Workforce Development
301 W. High Street
Suite 870
Jefferson City, MO 65102

**Re Notice of Mass Layoff Pursuant to Worker Adjustment and
Retraining Notification Act Caused By COVID-19**

To Whom It May Concern:

As a result of the unforeseeable, dramatic changes caused by COVID-19 and the resulting federal and state of emergencies, we are writing to inform you that there will be a mass layoff at the Caleres, Inc. Corporate Headquarters located at 8300 Maryland Avenue, Clayton, MO 63105. This mass layoff is expected to be temporary. The date of the first furlough began March 28, 2020 and all concluded by March 29, 2020.

In an abundance of caution, the Company is providing you with this notice and to the extent this is considered a “triggering event” for purposes of the Federal WARN Act [29 U.S.C §§ 2101, et seq.] and/or other applicable law. Assuming that business conditions improve, however, the Company is hopeful that the actions it is taking are temporary and that some or all of these employees will be able to return to work in the future.

We decided to furlough these employees as a result of COVID-19, including a sudden and unpredictable impact on the company’s sales and operations. This has included, among other factors, governmental mandates including a national state of emergency, a state-wide emergency followed by a St. Louis and St. Louis County “shelter in place” order in Missouri (and in many other states and municipalities as well), the abrupt closure of our 1000+ retail stores, as well as similar closures of our top wholesale partner’s stores and operations, all of which has resulted in a significant decrease in sales, orders, shipments, and operations. These circumstances were not reasonably foreseeable until the

last few days when the ongoing impact of COVID-19 became clear. For that reason, we were unable to provide the full 60 days' notice that we might otherwise provide regarding these furloughs, and we are providing as much notice as is practicable given the rapid pace at which this situation has developed.

All affected employees have been notified of their furlough dates and that this action is expected to be temporary. Those employees were furloughed beginning on March 28, 2020 with all accomplished by March 29, 2020. Those employees have also been informed that they may be eligible for Unemployment Insurance.

A list of the job positions and number of individuals who will be affected by the mass layoff along with the anticipated schedule is attached as Exhibit 1.

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this Mass Layoff. These employees are not represented by a union.

EXHIBIT 1

Job Title	Number of Affected Individuals	Location
Account Director	1	St. Louis Headquarters
Account Executive	6	St. Louis Headquarters
Accounting Representative	1	St. Louis Headquarters
Administrator, Contracts & Legal Process	1	St. Louis Headquarters
Analyst, AR and Billing	1	St. Louis Headquarters
Analyst, Disputes	2	St. Louis Headquarters
Art Director	2	St. Louis Headquarters
Assist Manager, CC Reporting & Analysis	1	St. Louis Headquarters
Assist Manager, Consumer Care	2	St. Louis Headquarters
Assistant Demand Planner	2	St. Louis Headquarters
Assistant Producer	1	St. Louis Headquarters
Associate Account Executive	4	St. Louis Headquarters
Associate Creative Director	1	St. Louis Headquarters
Associate Designer	4	St. Louis Headquarters
Associate Digital Account Manager	1	St. Louis Headquarters
Associate General Counsel	1	St. Louis Headquarters
Associate, Maintenance	1	St. Louis Headquarters
Asst Office Mgr - Customer Serv Sales	1	St. Louis Headquarters
Auditor	1	St. Louis Headquarters
Brand Ambassador	1	St. Louis Headquarters
Buyer, FF Canada	1	St. Louis Headquarters
Buyer, Naturalizer	2	St. Louis Headquarters
Consumer Care Call Agent	48	St. Louis Headquarters
Consumer Services Associate	1	St. Louis Headquarters
Creative Content Designer	1	St. Louis Headquarters
Data Security Administrator I	1	St. Louis Headquarters
Data Security Analyst I	1	St. Louis Headquarters
Demand Planner - Brand Portfolio	1	St. Louis Headquarters
Design Researcher II	1	St. Louis Headquarters
Designer	3	St. Louis Headquarters
Developer I	3	St. Louis Headquarters
Developer II	4	St. Louis Headquarters
Developer III	6	St. Louis Headquarters
Developer Lead	1	St. Louis Headquarters

Director, Commercialization & Costing	1	St. Louis Headquarters
Director, HR Business Partnerships	1	St. Louis Headquarters
Director, IT	1	St. Louis Headquarters
Director, Margin & Profit Analytics	1	St. Louis Headquarters
Director, Product Operations & Costing	1	St. Louis Headquarters
Director, Sales	1	St. Louis Headquarters
Director, Store Environments	1	St. Louis Headquarters
Director, Supply Chain Operations	1	St. Louis Headquarters
Director, Wholesale Sales	1	St. Louis Headquarters
Enterprise Delivery II	1	St. Louis Headquarters
Enterprise Delivery III	1	St. Louis Headquarters
Enterprise Support I	1	St. Louis Headquarters
Enterprise Support II	1	St. Louis Headquarters
Executive Admin, Brand Portfolio	1	St. Louis Headquarters
Executive Assistant, Stores	1	St. Louis Headquarters
Fashion Photo Stylist	1	St. Louis Headquarters
Financial Analyst, Brand Portfolio	2	St. Louis Headquarters
Functional Analyst I	3	St. Louis Headquarters
Functional Analyst II	1	St. Louis Headquarters
Functional Analyst III	4	St. Louis Headquarters
Int'l Credit Analyst & B2B Collections	1	St. Louis Headquarters
IT Contracts & Asset Administrator	1	St. Louis Headquarters
Jr Copywriter	1	St. Louis Headquarters
Maintenance Technician	1	St. Louis Headquarters
Manager, Asset & Revenue Management	1	St. Louis Headquarters
Manager, Assortment & Business Planning	8	St. Louis Headquarters
Manager, Buying Rep	1	St. Louis Headquarters
Manager, Consumer Care	1	St. Louis Headquarters
Manager, Costing Wholesale	1	St. Louis Headquarters
Manager, Demand Planning	1	St. Louis Headquarters
Manager, Digital Media	1	St. Louis Headquarters
Manager, eCommerce AE	1	St. Louis Headquarters
Manager, Events, Field & Cause Mkt	1	St. Louis Headquarters
Manager, Field Talent Management	2	St. Louis Headquarters
Manager, Finance - Allen Edmonds	1	St. Louis Headquarters
Manager, HR Business Partnerships	2	St. Louis Headquarters
Manager, HR Marketing & Communications	1	St. Louis Headquarters
Manager, IT	8	St. Louis Headquarters
Manager, Learning & Development	1	St. Louis Headquarters
Manager, Location Planning	1	St. Louis Headquarters

Manager, Marketing	1	St. Louis Headquarters
Manager, Material Planning	1	St. Louis Headquarters
Manager, Merch Allocation	1	St. Louis Headquarters
Manager, Merch Allocation & New Stores	1	St. Louis Headquarters
Manager, Merchandise Planning & Allc	1	St. Louis Headquarters
Manager, Planning - Footwear	1	St. Louis Headquarters
Manager, Planning - Non-Footwear	1	St. Louis Headquarters
Manager, Product Development	2	St. Louis Headquarters
Manager, Sales Planning	2	St. Louis Headquarters
Manager, Store Construction	1	St. Louis Headquarters
Manager, Store Maintenance	1	St. Louis Headquarters
Manager, Store Planning	1	St. Louis Headquarters
Manager, Technical Services	1	St. Louis Headquarters
Network Engineer I	1	St. Louis Headquarters
Office Mgr - Customer Serv Inside Sales	1	St. Louis Headquarters
Paralegal II	1	St. Louis Headquarters
Photography Specialist	1	St. Louis Headquarters
Product Coordinator	4	St. Louis Headquarters
Product Line Manager	1	St. Louis Headquarters
Project Manager II	2	St. Louis Headquarters
Quality Assurance Analyst II	1	St. Louis Headquarters
Receptionist/Admin Assist	1	St. Louis Headquarters
Receptionist/Switchboard Operator	1	St. Louis Headquarters
Regional Manager, Stores	1	St. Louis Headquarters
Representative, Advanced Service	1	St. Louis Headquarters
Representative, Asset Management	1	St. Louis Headquarters
Representative, Buying	6	St. Louis Headquarters
Representative, Customer Compliance	1	St. Louis Headquarters
Representative, Email	4	St. Louis Headquarters
Representative, Marketing Planning	1	St. Louis Headquarters
Representative, Master Data	2	St. Louis Headquarters
Representative, OM Drop Ship - AE	1	St. Louis Headquarters
Representative, Order Analysis	3	St. Louis Headquarters
Representative, Order Management	9	St. Louis Headquarters
Representative, Order Mgmt-Key Accounts	2	St. Louis Headquarters
Representative, Real Estate Management	1	St. Louis Headquarters
Representative, Sales Support	1	St. Louis Headquarters
Representative, Source to Pay	5	St. Louis Headquarters
Retail Accountant	1	St. Louis Headquarters
Retoucher	2	St. Louis Headquarters

Sales Planner	1	St. Louis Headquarters
Sample & Events Log Coord	1	St. Louis Headquarters
Sample Coordinator	2	St. Louis Headquarters
Senior Retoucher	1	St. Louis Headquarters
Specialist, Communications Content	1	St. Louis Headquarters
Specialist, Consumer Care Systems	1	St. Louis Headquarters
Specialist, Consumer Loyalty	1	St. Louis Headquarters
Specialist, Costing	1	St. Louis Headquarters
Specialist, Customs	1	St. Louis Headquarters
Specialist, Demand Procurement/Plan	3	St. Louis Headquarters
Specialist, Dillards VMI	1	St. Louis Headquarters
Specialist, Events, Field & Cause Mkt	1	St. Louis Headquarters
Specialist, Income Tax	1	St. Louis Headquarters
Specialist, Location Planning	3	St. Louis Headquarters
Specialist, Marketing Database	1	St. Louis Headquarters
Specialist, Merchandise Allocation	15	St. Louis Headquarters
Specialist, Order Analysis	1	St. Louis Headquarters
Specialist, Planning - Footwear	11	St. Louis Headquarters
Specialist, Pricing & Reporting	1	St. Louis Headquarters
Specialist, Process & Communications	1	St. Louis Headquarters
Specialist, Procurement	1	St. Louis Headquarters
Specialist, Procurement Print Marketing	1	St. Louis Headquarters
Specialist, Product Development AE	1	St. Louis Headquarters
Specialist, Product Management	1	St. Louis Headquarters
Specialist, Product Operations	1	St. Louis Headquarters
Specialist, Real Estate Management	1	St. Louis Headquarters
Specialist, Site Merchandising AE	1	St. Louis Headquarters
Specialist, Source to Pay - Sales Audit	1	St. Louis Headquarters
Specialist, Store Maintenance	1	St. Louis Headquarters
Specialist, Store Optimization	1	St. Louis Headquarters
Specialist, Store Planning	1	St. Louis Headquarters
Specialist, Store Planning Finance	1	St. Louis Headquarters
Specialist, Store Support Comm & Content	2	St. Louis Headquarters
Specialist, Store Support Sys	8	St. Louis Headquarters
Specialist, Supply Chain Operations	1	St. Louis Headquarters
Specialist, Translation & Communications	1	St. Louis Headquarters
Specialist, Visual Merch Operations	1	St. Louis Headquarters
Specialist, Web Merch & Experience	1	St. Louis Headquarters
Specialist, Wholesale Planning & Sys	1	St. Louis Headquarters
Specialist, Workforce Management	2	St. Louis Headquarters

Sr Accountant	5	St. Louis Headquarters
Sr Analyst, Inventory Control	2	St. Louis Headquarters
Sr Auditor	1	St. Louis Headquarters
Sr B2B Collector	2	St. Louis Headquarters
Sr Buyer, Famous Footwear	1	St. Louis Headquarters
Sr Designer	1	St. Louis Headquarters
Sr Director, Real Estate	2	St. Louis Headquarters
Sr Lease Auditor	1	St. Louis Headquarters
Sr Lease Negotiator, Corp Real Estate	1	St. Louis Headquarters
Sr Manager, 3D Tech & Innovative Dev	1	St. Louis Headquarters
Sr Manager, Merchandising	1	St. Louis Headquarters
Sr Manager, Wholesale Systems & Process	1	St. Louis Headquarters
Sr Specialist, Location Planning	1	St. Louis Headquarters
Sr Specialist, Marketing Analytics	1	St. Louis Headquarters
Sr Specialist, Marketing Naturalizer	1	St. Louis Headquarters
Sr Specialist, Merchandise Allocation	1	St. Louis Headquarters
Sr Specialist, Procurement Print Mktng	1	St. Louis Headquarters
Sr Specialist, Visual Merchandising	1	St. Louis Headquarters
Sr. Director, Store Planning	1	St. Louis Headquarters
Studio Manager	1	St. Louis Headquarters
Supervisor, Customer Compliance	1	St. Louis Headquarters
Supervisor, Customs	1	St. Louis Headquarters
Supervisor, Order Management	2	St. Louis Headquarters
Supervisor, Travel	1	St. Louis Headquarters
Systems Engineer I	1	St. Louis Headquarters
Systems Engineer II	2	St. Louis Headquarters
Systems Engineer III	1	St. Louis Headquarters
Technical Fit Model	1	St. Louis Headquarters
Telecom Engineer II	1	St. Louis Headquarters
Territory 203	1	St. Louis Headquarters
Territory 205	1	St. Louis Headquarters
Territory 206	1	St. Louis Headquarters
Territory 207	1	St. Louis Headquarters
Traffic Manager	1	St. Louis Headquarters
Treasury Analyst, Corporate	1	St. Louis Headquarters
User Experience Designer I	1	St. Louis Headquarters
UX Analyst	1	St. Louis Headquarters
Web Developer I	1	St. Louis Headquarters
Web Developer II	1	St. Louis Headquarters

Note:

The Date of Furlough for all Affected Individuals is 03/28/2020 unless otherwise noted.

The location of Furlough for all Affected Individuals is the Clayton Corporate Headquarters unless otherwise noted.