

# Cowley Distributing, Inc.

732 HEISINGER ROAD  
JEFFERSON CITY, MO 65109



10/29/2019

Re: WARN Notice

Dear WARN Act Coordinator:

Cowley Distributing, Incorporated has sold its wholesale operation to American News Company (ANC). As a result, Cowley Distributing employees at our location 2650 N Westgate Ave # 100, Springfield, MO 65802 will be terminated on December 31, 2019. Cowley Distributing is providing this notice to comply with any obligations it may have under the federal WARN Act. It is currently providing WARN notice related to other locations as well.

While these terminations are expected to be permanent in regard to Cowley Distributing, ANC will be hiring a number former Cowley Distributing employees, at their discretion, effective 1/1/2020. There are no bumping rights and the employees are not represented by a union. We expect that ANC will provide reasonable notice to those employees they plan to hire.

A list of the job titles and number affected follows:

<b><u>Job Title:</u></b>	<b><u># Affected:</u></b>
Depot Manager	1
Driver/Merchandiser	12
Merchandiser	1
Office Manager	1
Warehouse Order Clerk	1

# Cowley Distributing, Inc.

732 HEISINGER ROAD  
JEFFERSON CITY, MO 65109



10/29/2019

Re: WARN Notice

Dear WARN Act Coordinator:

Cowley Distributing, Incorporated has sold its wholesale operation to American News Company (ANC). As a result, Cowley Distributing employees at our location at 687 Fee Fee Rd, Maryland Heights, MO 63043 will be terminated on December 31, 2019. Cowley Distributing is providing this notice to comply with any obligations it may have under the federal WARN Act. It is currently providing WARN notice related to other locations as well.

While these terminations are expected to be permanent in regard to Cowley Distributing, ANC will be hiring a number former Cowley Distributing employees, at their discretion, effective 1/1/2020. The driver/merchandiser employees are represented by UFCW Local 655. A contact at the union would be Garry Torpea at 636-736-2702. We expect that ANC will provide reasonable notice to those employees they plan to hire.

A list of the job titles and number affected follows:

<b>Job Title:</b>	<b># Affected:</b>
Book Department Manager	1
Distribution Clerk	1
Driver/Merchandiser	22
General Manager	1
Mechanic	1
Merchandiser	9
Route Supervisor	3
Sales / Marketing Representative	1
Warehouse Manager	1
Warehouse Order Clerk	18

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732 HEISINGER ROAD  
JEFFERSON CITY, MO 65109



10/29/2019

Re: WARN Notice

Dear WARN Act Coordinator:

Cowley Distributing, Incorporated has sold its wholesale operation to American News Company (ANC). As a result, Cowley Distributing employees at our location at 732 Heisinger Road, Jefferson City, MO 65109 will be terminated on December 31, 2019. Cowley Distributing is providing this notice to comply with any obligations it may have under the federal WARN Act. It is currently providing WARN notice related to other locations as well.

While these terminations are expected to be permanent in regard to Cowley Distributing, ANC will be hiring a number former Cowley Distributing employees, at their discretion, effective 1/1/2020. There are no bumping rights and the employees are not represented by a union. We expect that ANC will provide reasonable notice to those employees they plan to hire.

A list of the job titles and number affected follows:

<b>Job Title:</b>	<b># Affected:</b>
A/P Clerk	1
A/R Clerk	3
Benefits Manager	1
Book Buyer	1
Book Department Assistant Manager	1
Book Department Manager	1
Distribution Manager	1
Driver/Merchandiser	9
General Manager	1
IT Director	1
Payroll Manager	1
Route Supervisor	2
Warehouse Manager	1
Warehouse Order Clerk	12

# Cowley Distributing, Inc.

732 HEISINGER ROAD  
JEFFERSON CITY, MO 65109



10/29/2019

Re: WARN Notice

Dear WARN Act Coordinator:

Cowley Distributing, Incorporated has sold its wholesale operation to American News Company (ANC). As a result, Cowley Distributing employees at our location 4538 Co Rd 314, Cape Girardeau, MO 63701 will be terminated on December 31, 2019. Cowley Distributing is providing this notice to comply with any obligations it may have under the federal WARN Act. It is currently providing WARN notice related to other locations as well.

While these terminations are expected to be permanent in regard to Cowley Distributing, ANC will be hiring a number former Cowley Distributing employees, at their discretion, effective 1/1/2020. There are no bumping rights and the employees are not represented by a union. We expect that ANC will provide reasonable notice to those employees they plan to hire.

A list of the job titles and number affected follows:

<b>Job Title:</b>	<b># Affected:</b>
Driver / Merchandiser	3
Merchandiser	1
Route Supervisor	1