

Justin Brands, Inc.

610 W Daggett Avenue
Fort Worth, TX 76104

(817) 332-4385

March 31, 2020

VIA REGULAR MAIL & EMAIL

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102
ETT.DWD@dhewd.mo.gov

Re: *Closing of Justin Brands Facilities*
Cassville and Carthage, Missouri

To Whom It May Concern:

This letter is to provide notice under the Worker Adjustment and Retraining Notification Act (“WARN”) that Justin Brands, Inc. (the “Company”) closed its two production factories located at 1110 Presley Drive, Cassville, MO 65625 and 2236 Missouri Avenue, Carthage, MO 64836 on March 20, 2020. The Company intends for these closings to be temporary and hopes to be able to reemploy its affected workers when the facilities reopen, hopefully in less than six months. However, due to the ongoing unprecedented public health crisis concerning the Coronavirus, it is uncertain when and/or whether this will occur. Accordingly, in an abundance of caution, the Company is undertaking all action necessary to comply with the requirements of WARN.

To help its affected employees, on March 27, 2020, the Company has paid additional wages equal to the affected employees’ year-to-date average daily earnings less withholding and deductions, even though the affected employees did not work after March 20, 2020:

- Week of March 22 to March 28, 2020: Affected employees were paid at their regular wage rates for five (5) workdays; and
- Week of March 29 to April 4, 2020: Affected employees were paid at their regular wage rates for one (1) workday plus four (4) days from their PTO bank.

No employee was paid for overtime wages (*i.e.*, at the overtime wage rate) for the period of March 22 to April 4, 2020. In addition to the foregoing, employees participating in the Company’s medical benefits plan can continue to do so through April 30, 2020.

The affected employees are not members of a union and do not have an employee representative. The affected employees’ effective termination date is April 1, 2020. Attached to this letter is a schedule listing the job titles of all positions affected and the number of employees in each job classification per each of the two locations (*i.e.*, Cassville and Carthage). There are

no bumping rights applicable to employees terminated as a result of this closing. The Company has notified all affected employees of their separation dates and that the Company expects their separations from employment to be temporary.

Enclosure

cc: Officials listed below, with enclosure:

<p>Bill Shiveley Mayor 300 Main Street Cassville Mo. 65625 bshiveley@cityofcassville.com</p>	<p>Gary Youngblood Presiding Commissioner 700 Main St, Suite 2 Cassville, MO 65625</p>	<p>John Bartosh Presiding Commissioner Jasper County 302 South Main Street, Room 101 Carthage, MO 64836 jbartosh@jaspercountymo.gov</p>
<p>Dan Rife Mayor of Carthage 1841 Wynwood Drive Carthage, MO 64836 council@carthagemo.gov</p>		

Justin Brands, Inc.

WARN ACT Information - Employees Furloughed at 1100 Presley Drive Cassville, MO 65625

Count of Department Name		
Location Code (Work)	Job Title	Total
MO500	ATTACHING	1
	BACK SHOE	3
	BARTACKING	2
	BEADING	3
	BELT OPERATOR	1
	BIN LASTER	1
	BURNISHING	1
	CEMENTING	7
	CLEANING	2
	CLERICAL	4
	CLOSING	2
	CUTTING	10
	DIE OUT/INSERTS	1
	DRIVERS	2
	ENGINEERING-CAD/PATTERNS	1
	GRINDING	1
	HANDLING	2
	INKING	3
	INSEAMS	1
	INSPECTING	9
	INSTALLING	1
	LASTING	3
	MAINTENANCE-JANITORIAL	3
	MANAGER	3
	MARKING	1
	MECHANIC	4
	MOLDING	2
	NAILING	3
	OPERATOR	2
	PACKING	1
	POUND & TURN	1
	PROCESSING	1
	PRODUCTION WORKER	5
	PULLING	1
	PULLSTRAP PROCESSING	2
	REPAIR	4
	RIBBING	1
	ROLLING	1
	ROUGH ROUNDING	1
	SCANNING	1
	SCOURING	2
	SHAVING	1
	SINGLE NEEDLE TEXTILES	1
	SLICKING	1
	SOLE LAYING	1
	SPECIALIST SALARY	1
	STITCHING	18
	SUPERVISOR	8
	TACKING	4
	TRIMMING	4
	UTILITY OPERATOR	7
	WAREHOUSEMAN	1
MO500 Total		147
Grand Total		147

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WARN ACT Information - Employees Furloughed at 2236 Missouri Ave. Carthage, MO 64836

Count of Department Name		
Location Code (Work)	Job Title	Total
MO501	ASSEMBLING	1
	ATTACHING	2
	BACK SHOE	3
	BELT OPERATOR	2
	BOOT FILLER	1
	CEMENTING	5
	CHLORINATING	1
	CLEANING	2
	CLERICAL	3
	CUTTING	13
	ENGINEERING-INDUSTRIAL	1
	FILLING	1
	HANDLING	1
	INKING	1
	INSEAMS	1
	INSERTING	1
	INSPECTING	8
	INSTALLING	1
	LACING	1
	LASTING	7
	LOAD CONVEYOR	1
	MAINTENANCE-JANITORIAL	3
	MARKING	2
	MECHANIC	7
	MIDSOLE LAYING	1
	OFFICE ADMIN HOURLY	1
	OPERATOR	1
	PACKING	4
	PROCESSING	2
	PRODUCTION WORKER	11
	PULLING	1
	REPAIR	2
	RIBBING	1
	ROLLING	2
	ROUGH ROUNDING	4
	SCOURING	3
	SKIVING	1
	SOLE LAYING	3
	STAFF ACCOUNTANT SALARY	1
	STAMPING	1
STEEL TOE	2	
STITCHING	40	
SUPERVISOR	7	
TACKING	1	
TRAINING	1	
TRIMMING	4	
UTILITY OPERATOR	7	
WAREHOUSEMAN	1	
MO501 Total		171
Grand Total		171