



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: Reduction of Operations of Justin
Retail Stores, State of 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”) shut down most of its operations in its retail outlet stores throughout Missouri on March 20, 2020. The Company intends for this reduction in operations to be temporary and hopes to be able to reemploy its affected workers when the retail stores fully reopen, hopefully in fewer 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 paid them additional wages equal to their year-to-date average daily earnings less withholding and deductions, even though the affected employees did not work at the retail stores after March 20, 2020:

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

No employee will be 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 furlough date is April 1, 2020. Attached to this letter is a schedule reflecting the job titles of all positions affected and the number of employees in each job classification by retail store, with the retail store’s address, in Missouri.

There are no bumping rights applicable to employees furloughed as a result of this reduction in operations. The Company has notified all affected employees of their furlough dates and that the Company expects and hopes for their separations from employment to be temporary.

Enclosure

cc: Officials listed below, with enclosure:

<p>Gary Shaw Mayor 602 S. Main St. Joplin, MO 64801 gary@centralchristiancenter.org</p>	<p>Bill Reiboldt County Commissioner, Presiding (Newton) 101 South Wood St Neosho MO 64850 commission@swbell.net</p>	<p>John Bartosh Presiding Commissioner, Jasper County 302 South Main Street, Room 101 Carthage, MO 64836 jbartosh@jaspercountymo.gov</p>
<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>Dan Rife Mayor of Carthage 1841 Wynwood Drive Carthage, MO 64836 council@carthagemo.gov</p>
<p>Mike Brownsberger Mayor of Monett Monett City Hall 217 5th Street Monett MO, 65708 amy.crouch@cityofmonett.com</p>	<p>Bob Senninger Presiding Commissioner, Lawrence County Lawrence County Commission 1 Courthouse Square, Suite 101 Mt. Vernon, MO 65712 lawrence@sos.mo.gov</p>	

Justin Brands, Inc

WARN ACT Information - Employee Information

Location Code (Work)	Location Address Line 1	Location City	Location State	Location ZIP/Postal	Store Manager	Keyholder	Sales Associates	
Justin Brands	808 E HWY 60	MONETT	MO	65708		1	2	4
Justin Brands	909 S RANGELINE RD	JOPLIN	MO	64801		1	2	4