



Scholastic Book Fairs

1080 Greenwood Boulevard, Lake Mary, FL 32746 • 407-829-7300 • FAX 407-829-2600
www.scholastic.com/bookfairs

April 9, 2020

VIA CERTIFIED MAIL

Dr Sam Page
St Louis County Executive
41 South Central Avenue
Clayton, MO 63105

VIA CERTIFIED MAIL

Amy Sublett, Executive Director.
Central Workforce Development Board
1107 Kingshighway
Rolla, MO 65401

VIA CERTIFIED MAIL

Mayor Bob Brasses
625 New Smizer Mill Road
Fenton, MO 63026

VIA CERTIFIED MAIL

Lisa Marshall
Missouri Department of Higher Education &
Workforce Development
P.O. Box 1087
Jefferson City, MO 65102

VIA CERTIFIED MAIL

Sam Bushman
Presiding Commissioner
Cole County Commission
311 E High Street
Jefferson City, MO 65101

Re: Notice of Planned Action in Response to COVID-19

To whom it may concern:

As a result of the unforeseeable, direct dramatic and significant downturn in business and revenue caused by the Coronavirus (COVID-19) natural disaster and the resulting public health emergency, we are writing to inform you that there will be a mass layoff, to the extent a furlough is considered a layoff, at the Scholastic Book Fairs (“Scholastic” or the “Company”) facilities located at 1400 S. Highway Drive Suite 101 Fenton, MO 63026 and 125 Cassens Court, Fenton, MO 63026.

We decided to furlough employees as a result of COVID-19, which has rapidly spread throughout the U.S., necessitating updated and more stringent public health measures. Because of this pandemic, the Company’s ability to operate has been impeded. This impact includes significantly decreased revenue and customer counts as a result of widespread closing school closings – i.e., 46 states in the U.S. have closed or are announcing the closing of schools – across the Book Fairs, Book Clubs and Scholastic Education departments, which are inextricably

intertwined to schools. These circumstances were not reasonably foreseeable until recently when the ongoing impact of COVID-19 became clear. For these reasons, we are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed that may have been required by the Worker Adjustment and Retraining Notification Act (WARN), 29 U.S.C. § 2101 et seq., and the regulations of the United States Department of Labor, 29 C.F.R. § 693 et seq. While we believe the furlough to be temporary and may not trigger state or federal WARN, we do not know what the future will hold at this juncture and are providing this notice out of an abundance of caution. By giving this notice, Scholastic does not concede that it is a covered employer as defined in WARN or under other applicable law or regulations, nor does it concede that the planned action constitutes either a plant closing or a mass layoff as defined in WARN or any other applicable law.

The furlough is expected to be temporary, and commenced on March 24, 2020 or within a fourteen (14) day period commencing on that date. During the temporary furlough, the entire plant will/will not be closed. At this time, we are planning for employees to come back to work on or about May 31, 2020; however, we cannot determine at this time the full impact of the COVID-19 pandemic upon our business and employees' return to work will depend on conditions improving and government officials allowing us to reopen our business.

Fifty six (56) employees at the 1400 S. Highway Drive location and fifty five (55) employees at the 125 Cassens Court location have been furloughed. There will not be any bumping rights for the affected employees -- that is, employees will not be able to displace more junior employees out of their job positions as a result of this planned action. The affected employees are not represented by a union.