11/19/2020

Lisa Marshall, WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
301 W. High Street Suite 870
Jefferson City, MO 65101

This letter is to advise you that State Farm Mutual Automobile Insurance Company (the "Company") will be conducting a reduction in force at the following facility:

Facility Name & Address

Corporate Woods Operations Center
111 Corporate Office Dr. Suite 300
Earth City, MO 63045

The Company anticipates that the affected employees will be separated from employment on January 31, 2021.

The Company does not concede that this event constitutes a qualifying event under the terms of the federal Worker Adjustment and Retraining Notification (WARN) Act. However, the Company is providing notice to all affected employees in light of the fact the WARN Act, at 29 U.S.C. § 2106, encourages employers to provide notice even when not legally required to do so.

The list of job titles of the positions, and the number of employees in each of those job titles, affected by this reduction in force is attached hereto as Attachment A. None of the impacted employees is represented by a union.

This reduction in force/movement of the positions is expected to be permanent. The entire facility will be closed as a result of this action. No bumping rights exist for employees.

This letter and its enclosure are provided to satisfy any notice requirements that may apply under the federal WARN Act and/or any other notice laws. All affected employees have been informed by individual written notices about these plans and their planned separation date.

If the Company's plans or the timing of separations change, you will be informed as additional information becomes available.

Attachment A

The current job titles and number of employees currently in those positions, and the anticipated timetable for separations, are shown below.

Planned Date of Separation

January 31, 2021

Corporate Woods Operations Center
111 Corporate Office Dr. Ste. 300
Earth City, MO 63045

Job Title	# Affected Employees
Administrative Assistant	1
Bank Customer Service Rep	41
Bank Operations Manager	2
Bank Operations Representative	32
Bank Supervisor	9
Consumer Loan Credit Analyst	13
Leadership Development Associate	3
Learning Delivery Facilitator	1
Loan Coordinator	4
Mortgage Loan Closer	1
Mortgage Loan Processor	2
Systems Coordinator	2
Total	**111**