

To Whom It May Concern:

The purpose of this document is to comply with the United States **WARN** Act and notify the appropriate parties of a mass layoff occurring in the following locations. No locations are subject to Collective Bargaining Agreements with any union.

Location #1, Operating Unit #1
Direct Buy Home Improvement Inc.
8450 Broadway
Merrillville, IN 46410

Contact Information – Kristen Potter, Human Resources Manager, 219-648-7300 or 219-736-1100

The layoffs, which are as a result of the Coronavirus pandemic, are to occur on the following dates:

First separation 3/19/2020

Subsequent separations unknown as this time

These layoffs are expected to be permanent, however, the location is expected to remain open following the layoffs. Operations at the location may temporarily be affected or halted, based on further direction from local, state or federal government entities, but additional permanent layoffs are unknown at this time.

Summary of affected employees by classification:

25 Full Time Employees

1 Part Time Employee

1	Space Planner	Executive & Admin
1	Executive Assistant	Executive & Admin
1	Business Associate	Executive & Admin
2	Data Analyst	Analytics
3	Member Care Agent	Member Care
1	Concierge Agent	Concierge
5	Chat Team Agent	Concierge
1	Concierge Manager	Concierge
1	Cleaning Specialist	Building & Maintenance
2	Home Delivery Coordinator	Home Delivery
2	Product Listing Specialist	Product Content
1	Merchandise Specialist	Merchandise Services
1	Staff Accountant	Accounting
1	Accounting Support	Accounting
1	Accounts Payable Specialist	Accounting
1	Software Engineer	IT Development
1	Web Designer	Marketing