

April 23, 2020

Via Email: agatlin@dwd.in.gov

Department of Workforce Development
Program Director, Rapid Response Attn: Ashley Gatlin
10 N Senate Ave
SE311
Indianapolis, IN 46204

Dear Ms. Gatlin,

Due to unforeseen business circumstances, Visionworks and affiliated entities, closed its retail stores on March 21, 2020, and re-opened a limited number between April 6 and April 20. Additionally, Visionworks has significantly reduced its manufacturing operations due to the reduced demand and state and local orders. As a result, it has effectuated a furlough and layoff of part of its workforce. This notice, which has been issued in compliance with the federal Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, is to inform you that workers in your state have been affected.

This closure is expected to be temporary and we believe it will last fewer than six months based on information and notices made available by federal, state, and local authorities, thus, not triggering WARN; however, out of an abundance of caution, we are providing the instant notice. We are providing this notice as early as is practicable in light of this unforeseen business circumstance caused by the global pandemic.

The date of the first separation was April 4, 2020. Beginning April 4, 2020, all Associates were retained, furloughed, laid off and/or recalled. No Associates will have bumping rights.

Enclosed is a roster listing the name and address of affected employment sites and job titles, including the number of affected employees in each job classification.

If you have any questions or want additional information concerning this matter, please the HR Support Center at 833-ONE-HR4U.

Sincerely,



Jacqueline DeChamps
SVP, Operation Services and Human Resources
Visionworks, Inc.