

March 31, 2020

VIA FIRST CLASS MAIL & ELECTRONIC MAIL

West Virginia Dislocated Worker Unit
Attn: Bunny Harper
1900 Kanawha Boulevard East
Building 3, Suite 300
Charleston, WV 25305

RECEIVED

APR 16 2020

Re: Reduction of Operations of HH Brown
Retail Stores, State of West Virginia

**WorkForce West Virginia
TAA/NDWG Unit**

To Whom It May Concern:

This letter is to provide notice under the Worker Adjustment and Retraining Notification Act (“WARN”) that Macro Retailing, LLC dba Super Shoes (the “Company”) shut down most of its operations in its retail outlet stores throughout West Virginia 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 has paid additional wages equal to the affected employees’ 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 were paid at their regular wage rates for five (5) workdays

No employee was paid for overtime wages (*i.e.*, at the overtime wage rate) for the period of March 22 to March 28, 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 West Virginia. 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.

If you have any questions or wish to discuss this closing in further detail, please contact Mark McGranahan, Director of Operations, at 203-273-6765.

Very truly yours,

Mark McGranahan – Director of Operations

Enclosure

cc: Officials listed below, with enclosure:

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