

To Whom It May Concern:

The purpose of this document is to comply with the Federal **WARN Act** and notify the appropriate parties of a potential mass layoff occurring in the following locations. No locations are subject to Collective Bargaining Agreements with any union. DirectBuy Home Improvements Inc., DBA Z Gallerie, FEIN 46-4404292

Location #1, Operating Unit #1
Z Gallerie Store 63
2223 N Westshore Blvd, #293
Tampa, FL 33607

Contact Information – Robin D. Landrum, Human Resources Manager, 310-630-1218 or 317-313-1875

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

First projected separation 9/15/2020

These layoffs are expected to be permanent and the entire location is closing.

Summary of affected employees by classification:

7 Full Time Employees 3 Part Time Employee

1	Store Manager	Retail Operations
1	Assistant Store Manager	Retail Operations
2	Associate Manager	Retail Operations
6	Sales	Retail Operations

Location #2, Operating Unit #2
Z Gallerie Store 9
9100 Strada Place, #2130
Naples, FL 34108

Contact Information – Robin D. Landrum, Human Resources Manager, 310-630-1218 or 317-313-1875

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

First projected separation 9/15/2020

These layoffs are expected to be permanent and the entire location is closing.

Summary of affected employees by classification:

8 Full Time Employees 0 Part Time Employee

1	Store Manager	Retail Operations
1	Assistant Store Manager	Retail Operations
2	Associate Manager	Retail Operations
4	Sales	Retail Operations

**Location #3, Operating Unit #3
Z Gallerie Store 64
309 Plaza Real
Boca Raton, FL 33432**

Contact Information – Robin D. Landrum, Human Resources Manager, 310-630-1218 or 317-313-1875

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

First projected separation 9/15/2020

These layoffs are expected to be permanent and the entire location is closing.

Summary of affected employees by classification:

11 Full Time Employees 7 Part Time Employee

1	Store Manager	Retail Operations
1	Assistant Store Manager	Retail Operations
3	Associate Manager	Retail Operations
9	Sales	Retail Operations
1	Stock	Retail Operations
3	Cashier	Retail Operations

**Location #4, Operating Unit #4
Z Gallerie Store 83
11701 Lake Victoria Gardens, #8103
Palm Beach Gardens, FL 33410**

Contact Information – Robin D. Landrum, Human Resources Manager, 310-630-1218 or 317-313-1875

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

First separation 8/29/2020

These layoffs are expected to be permanent and the entire location is closed.

Summary of affected employees by classification:

6 Full Time Employees 2 Part Time Employee

1	Assistant Store Manager	Retail Operations
2	Associate Manager	Retail Operations
5	Sales	Retail Operations