

# NORDSTROM

May 12, 2020

State Trade and Rapid Response Coordinator  
Attn: Steven Gustafson  
REACT Program  
MSC 229  
107 E. Madison Street  
Tallahassee, FL 32399

Re: WARN Notice

Dear Mr. Gustafson.

This letter is notice that Nordstrom is taking job actions in relation to employees who work at the Nordstrom Waterside, 5489, Tamiami Trl N, Naples, FL, 34108, due to the closing of the store. There are 158 employees being permanently separated at this employment site. The first separation at this site will occur on June 1, 2020 and will continue until the store is scheduled to close on or around July 12, 2020. Enclosed is a list of the job titles of positions affected and the number of affected employees in each job title. No employees at this location have bumping rights. Also, no union represents the employees at this store.

Unfortunately, COVID-19 has had an unanticipated impact on our business. This reality has forced us to make hard decisions for the future of our company and our employees. Nearly 70% of our sales come from our stores. Temporary closures of our stores, including those required by state and local shelter-in-place orders, were unforeseeable, and these circumstances have created unanticipated challenges in continuing to sell to and serve customers. We've had to change the way we work, reprioritize and make tough decisions for the future of our company and our employees.

Because of the impacts of the COVID-19 crisis, we have been forced to take a critical look at the physical footprint of our stores and assess how we can respond to the new realities of today's business environment. To maximize our ability to continue serving customers well into the future, we made the decision to close this store. We are taking this action because of the COVID-19 natural disaster and national emergency, and COVID-19-related business circumstances that were not reasonably foreseeable at the time that WARN notice would otherwise been required to have been given. We would have preferred to give more notice of this action but were unable to do so because of how quickly and unexpectedly our operations were affected by the COVID-19 pandemic and the resulting dramatic economic downturn. We have also been impacted by the World Health Organization's pandemic declaration on March 11, the President's declaration of a national emergency on March 13, governors' executive orders, local shelter in place orders, and other related governmental announcements and actions.

# NORDSTROM

Should you wish further information, please contact our HR Service Center at 1-855-667-3947.

Sincerely,

Mary Porter  
VP, Human Resources

<b>Store</b>	<b>Position Name</b>	<b>Total Employees</b>
<b>0775 Waterside</b>		<b>158</b>
	Admin Asst 3	1
	Asst Mgr Beauty	1
	Asst Mgr Operations NS	2
	Asst Mgr Sales Dept NS	4
	Barista	7
	Barista Lead	1
	Beauty Stylist	3
	Cashier Food Svcs	2
	Cleaner	5
	Counter Mgr	19
	Dishwasher	1
	Inventory Control Spec	1
	Line Cook	3
	Logistics Processor	10
	Maintenance Spec	1
	Mens Fragrance CM	1
	Mgr Alterations	1
	Mgr Building Svcs 2 ES	1
	Mgr Food Svcs	1
	Mgr HR 1	1
	Mgr LP 2 ES	1
	Mgr Operations 1 ES	1
	Mgr Restaurant Chef	1
	Mgr Sales Dept 2 ES	5
	Mgr Service Exp 2 ES	1
	Mgr Specialty Coffee NS	1
	Mgr Visual Merch 1 NS	1
	Personal Stylist	4
	Prep Cook	1
	Salesperson Designer	5
	Salesperson FLS	52
	Security Ambassador 1	1
	Server	3
	Service Exp Rep	4
	Sous Chef NS	1
	Store Mgr 2	1
	Tailor/Fitter	7
	Visual Merchandiser	2