

VICTORIA'S SECRET

September 28, 2020

BY FIRST CLASS U.S. MAIL AND EMAIL

Steven Gustafson
State Trade and Rapid Response Coordinator
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Mayor Dale V.C. Holness
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Mayor Michael J. Ryan
City Commission Office
10770 West Oakland Park Boulevard
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Notice of Employment Terminations at Victoria's Secret Sawgrass Mills at the Oasis Location

Dear Messrs. Gustafson, Holness, and Ryan:

This notice is being provided to you in accordance with the federal Worker Adjustment and Retraining Notification Act ("WARN Act").

On March 27, 2020, Victoria's Secret notified its associates at its Sawgrass Mills at the Oasis store, located at 2604 Sawgrass Mills Cir, Sunrise, FL 33323 ("Sawgrass location"), that all associates below store manager level at this location were being placed on furlough, effective April 5, 2020. That incredibly difficult decision was made in light of unforeseen circumstances, including mandatory closure orders and recommendations of health and safety officials concerning steps to mitigate the spread of COVID-19, and in an attempt to preserve the long-term viability of the business. Victoria's Secret communicated to its associates at that time that its goal was to make every effort to bring them back to work as soon as possible. When Victoria's Secret gave that notice of furlough, it reasonably expected the furloughs of its associates to be short term and to last less than six (6) months.

Although the store has reopened in a limited capacity, many associates remain on furlough. Victoria's Secret has now determined, based on business conditions and the rapidly changing nature of, and the effects of, the COVID-19 pandemic, that it will permanently terminate the employment of associates still furloughed at this store.

As a result, Victoria's Secret will be permanently separating all of its associates who are still furloughed at the Sawgrass location. The Company expects the separations from employment to all be effective November 28, 2020. The affected Sawgrass store associates will remain on furlough between now and the date their employment terminates, and will continue to receive

regular benefits, if any, through that time. There are no applicable bumping rights. Victoria's Secret anticipates that a total of 99 associates will be separated at its Sawgrass location. These affected employees are employed in the following positions:

- Beauty Supervisor (1)
- Bra Fitting Expert (2)
- Selling Associate (89)
- VS Events Team Associate (7)

On September 28, 2020, Victoria's Secret sent notice by First Class U.S. Mail of the separations to each affected associate in accordance with the WARN Act. The affected employees are not represented within the meaning of section 9(a) or 8(f) of the National Labor Relations Act (29 U.S.C. 159(a), 158(f)), or Section 2 of the Railway Labor Act (45 U.S.C. 152).

Thank you for your attention to this matter. Please feel free to contact me at (614) 577-6467 if you have any questions or need additional information.

Very truly yours,



Kendal Kalata
Vice President, Human Resources
Victoria's Secret Stores, LLC