

July 24, 2024

VIA EMAIL AND FIRST-CLASS MAIL

Yolanda Triplett
State Trade and Rapid Response Coordinator
Florida Department of Commerce
107 East Madison Street – MSC 229
Tallahassee, FL 32399-4137
Yolanda.Triplett@commerce.fl.gov

Re: Notice of Plant Closing - W.S. Badcock LLC

To Yolanda Triplett:

W.S. Badcock LLC (the “Company”) is providing this notice to ensure compliance with the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. 2100 *et seq.* (the “WARN Act”), which requires that employers provide official notice to certain government units or officials of a pending layoff and/or plant shutdown that triggers relevant provisions of the WARN Act.

As part of the Chapter 11 process, the Company intends to close its facility located at 190 NW Phosphate Blvd., Mulberry, Florida 33860 (the “W.S. Badcock Site”). The entire W.S. Badcock Site is expected to be closed and the closure is expected to be permanent. The expected beginning date of the employment terminations is September 23, 2024, with subsequent terminations planned during the Chapter 11 process and ending upon full wind down of operations at the W.S. Badcock Site. All employees will be laid off as the Company winds down operations. This information is based on the best information currently available to the Company and may change due to subsequent events beyond the Company’s control or current knowledge.

A list of the job titles to be affected as well as the number of affected employees in each classification is attached as Exhibit A. The affected employees do not have bumping rights, and none of them is represented by a union. All requisite notice has been given to affected employees.

If you have any questions or need further information, please do not hesitate to contact Rafael Robert, Interim CHRO, at (936) 207-2724.

Thank you for your attention to this matter.

Sincerely,



Rafael Robert
Interim Chief Human Resource Officer

Exhibit A – Impacted Employee List

Title	Number of Impacted Employees
Accountant - Staff	1
Administrator - Inventory Management Project	1
Administrator - Supply Chain	1
Analyst - Financial	2
Analyst - Fraud Prevention	1
Analyst - Information Security	2
Analyst - Senior Information Security	1
Assistant - Credit Services	1
Assistant to the President	1
Buyer - Senior Replenishment	1
Buyer-Replenishment	3
Category Manager	4
Clerk - Cash Reconciliation	1
Clerk - Human Resources	1
Clerk - Mail	1
Coordinator - Marketing	1
Coordinator - Risk Management	1
Coordinator - Store Maint and Const	1
Custodian - MVR	1
Designer - Senior Graphic	1
Dir - Credit and Collection	1
Dir - General Counsel	1
Dir - Senior Inbound Logistics	1
Dir - Senior IT	1
Dir - Senior Risk Administration	1
Dir - Special Projects	2
Dir - Supply Chain	1
Dir - Technical Infrastructure	1
Dir - Training and HR Technology	1
Director - Accounting Operations	1
Director - Payroll	1
Director of Financial Planning and Analysis	1
Director of Operations	1
HR Generalist	2
Human Resources Office Manager	1
IT Business Analyst	3
IT Database Administrator	1
IT Help Desk	3

Title	Number of Impacted Employees
IT Help Desk Lead	1
IT Junior Network Engineer	1
IT Network Engineer	3
IT Programmer	3
IT Programmer Analyst	1
IT Senior Help Desk	1
IT Senior Network Engineer	1
IT Sr Technical Manager - Security	1
IT Systems Administrator	2
IT Technical Manager	3
Lead - Account Management Rep	1
Lead - Credit Under Writing	1
Lead - Customer Care Rep	1
Lead - Special Projects	1
Lead Technician - Forms Control	1
Lead Technician - IT Hardware	1
Licensing and Real Estate Specialist	1
Manager - Credit Services	1
Manager - Digital Media	1
Manager - Graphic Design	1
Manager - Import Compliance	1
Manager - Support Services	1
Marketing - Communication Coordinator	1
Marketing Manager	1
Merchandising Product Supervisor	1
Mgr - Accounting	1
Mgr - Administrative Services	1
Mgr - E-Commerce Retail	1
Mgr - Facility Maintenance	1
Mgr - IT Network Systems	1
Mgr - Loss Prevention	1
Mgr - SC Inbound Logistics	1
Paralegal Corporate	1
President - Chief Operating Officer	1
Representative - Senior Support Service	1
Retail Operations - Business Manager	1
Senior HR Generalist	1
Senior Web Developer	1
Specialist - Accounts Payable	3
Specialist - Content Creation	1
Specialist - Customer Care	1

Title	Number of Impacted Employees
Specialist - Customer Care Escalation	1
Specialist - Customer Care Quality Assurance	1
Specialist - Customer Care Resolution	1
Specialist - Merchandising Product	3
Specialist - Multimedia Design	1
Specialist - Multimedia Production	1
Specialist - Senior IT Inventory	1
Specialist - Supply Chain Purchase Order	1
Specialist - Web Direct Ship Product	1
Sr Vice President - Chief Information Officer	1
Sr Vice President - Chief Marketing Officer	1
Sr Vice President Retail Operations	1
Sr. Director – Inventory Management	1
Sr. Director - Retail Credit Operations	1
Supervisor - Accts Payable	1
Supervisor - Asset Recovery	1
Supervisor – Cash Management	1
Supervisor - Credit Services	1
Supervisor - Customer Care	1
Supervisor - Support Services	1
Technician - Admin Facilities	1
Technician - IT Hardware	3
Technician II - Facility Maint	3
Vice President - Deputy General Counsel	1
Vice President Corporate Retail Operations	1
VP - Controller	1
VP - Human Resources	1
VP - Retail Services	1
VP - Supply Chain	1