

Visionworks®

April 23, 2020

Via Email: bill.mcentaffer@state.sd.us

Bill McEntaffer
700 Governors Dr
Pierre, SD 57501-2291

Dear Mr. McEntaffer,

Due to unforeseen business circumstances, Visionworks and affiliated entities, closed its retail stores on March 21, 2020, and re-opened a limited number between April 6 and April 20. Additionally, Visionworks has significantly reduced its manufacturing operations due to the reduced demand and state and local orders. As a result, it has effectuated a furlough and layoff of part of its workforce. This notice, which has been issued in compliance with the federal Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, is to inform you that workers in your state have been affected.

This closure is expected to be temporary and we believe it will last fewer than six months based on information and notices made available by federal, state, and local authorities, thus, not triggering WARN; however, out of an abundance of caution, we are providing the instant notice. We are providing this notice as early as is practicable in light of this unforeseen business circumstance caused by the global pandemic.

The date of the first separation was April 4, 2020. Beginning April 4, 2020, all Associates were retained, furloughed, laid off and/or recalled. No Associates will have bumping rights.

Enclosed is a roster listing the name and address of affected employment sites and job titles, including the number of affected employees in each job classification.

If you have any questions or want additional information concerning this matter, please the HR Support Center at 833-ONE-HR4U.

Sincerely,



Jacqueline DeChamps
SVP, Operation Services and Human Resources
Visionworks, Inc.

South Dakota Affected Associates

Employment Site/Store Number	Street Address	City	State	Zip	Job Title	Status
637	4001 West 41st Street #952	Sioux Falls	SD	57106-0702	General Manager	Furlough
637	4001 West 41st Street #952	Sioux Falls	SD	57106-0702	Third Key Retail	Furlough
637	4001 West 41st Street #952	Sioux Falls	SD	57106-0702	Third Key Retail	Furlough
637	4001 West 41st Street #952	Sioux Falls	SD	57106-0702	Retail Supervisor	Furlough
637	4001 West 41st Street #952	Sioux Falls	SD	57106-0702	Market Production Supervisor	Furlough
637	4001 West 41st Street #952	Sioux Falls	SD	57106-0702	Third Key Retail	Furlough
637	4001 West 41st Street #952	Sioux Falls	SD	57106-0702	Eyewear Specialist	Furlough
637	4001 West 41st Street #952	Sioux Falls	SD	57106-0702	Eyewear Specialist	Furlough