



5915 S. Moorland Rd. | New Berlin, WI 53151
phone: 262.901.2000 | fax: 262.901.3333

VIA EMAIL

Wisconsin Department of Workforce Development
Dislocated Workers Unit
P.O. Box 7972
Madison, Wisconsin 53707

RECEIVED
JUN 2 2016
BY:

Re: Notice of Layoff

To Whom It May Concern:

This notice of mass layoff is being provided pursuant to the federal Worker Adjustment and Retraining Notification Act of 1988 (the "WARN Act"), 29 U.S.C. § 2101, *et seq.*, and the Wisconsin Business Closing and Mass Layoff Law, Wis. Stat. § 109.07.

We regret to inform you that BuySeasons, Inc. has decided to permanently reduce the number of employees at its facility located at 5915 S. Moorland Road, New Berlin, WI 53151. The number of affected employees is 128. The first layoff will take place on April 1, 2016, with one additional employee scheduled for layoff on June 1, 2016 and one additional employee scheduled for layoff on July 1, 2016. Attached to this letter as **Exhibit A** is a list containing the job titles of the positions that will be affected, and the number of affected employees in each job classification. Bumping rights do not exist.

For further information, you may contact the undersigned either by telephone at 262-901-2000, ext. 1687, or in writing at the following address: 5915 S. Moorland Rd., New Berlin, WI, 53151.

Sincerely,

Linda M. Karlheim
Senior Manager of Human Resources

Attachment

EXHIBIT A

Older Workers Benefit Protection Act Disclosure

TO: Employees Selected for Reduction-in-Force
FROM: Human Resources at BuySeasons, Inc.
RE: Attached Information on Exit Benefit Eligibility

You and other employees selected for reduction-in-force are eligible to receive certain exit benefits from BuySeasons, Inc. (the "Company") as described in the Severance Agreement and General Release (the "Agreement") that the Company has given you to consider. To receive the benefits described, you must sign the Agreement and return it to Human Resources by the date set forth therein. You have been given at least 45 days to consider whether to sign the Agreement. You also have seven (7) days from the date you sign the Agreement to revoke it.

The decisional unit from which employees were selected for this reduction in force is the following: The department and departmental sub-groups listed below in the warehouse of BuySeasons, Inc. This reduction in force will take place on April 1, 2016.

Employees are eligible for severance pay and benefits if they are selected for involuntary employment termination as part of this reduction in force. The Company's criteria for selecting particular employees for employment termination as part of this reduction in force was as follows: competencies, job requirements, experience, skills, knowledge in strategic approaches to warehouse management and technology, elimination of position, business needs, match between employee skills and Company's business needs (both current and anticipated), and leadership and problem-solving abilities.

The Company is providing information to you regarding the class, unit, or group considered in the selection decision for the reduction-in-force applicable to you. The Company is also providing you with information showing the number of employees who have been selected and not selected to be offered the benefits described in the Agreement, by age and job title. Employees listed as "not selected" have not been selected to be offered these benefits either because they will not be terminated, or because they are not otherwise eligible for the benefits of this program. The footnotes, if any, indicate the reasons that certain individuals are not otherwise eligible for the benefits of this program as well as other information. The group termination program is available to employees for 45 days from the date they are notified of their termination of employment.

The attached chart was prepared as of **January 22, 2016**. This information is subject to change and may be affected by future employment decisions. If you have any questions about this information, or if you wish to receive more up-to-date information in the future, contact the Human Resources Department.

Job Title	Age	Number Selected	Number Not Selected
Call Center			
Customer Service Operations Specialist			
Customer Service Representative			
Customer Service Representative			
Customer Service Representative			
Customer Service Representative Home Based			
Customer Service Representative Home Based			
Customer Service Representative Home Based			
Customer Service Representative Senior			
Customer Service Representative Senior			
Customer Service Supervisor			
Training Coordinator			
Distribution Center - Inventory			
Assistant Operations Supervisor			
Assistant Operations Supervisor			
Cycle Counter			
FBA Associate			
FBA Associate			
FBA Associate			
Inventory Control Associate			
Inventory Control Associate			
IQA Associate			
QA Associate			
QA Associate			
QA Associate			
QA Support			
QA Support			
Zero Pick Associate			
Zero Pick Associate			
Distribution Center - Operations			
Inbound Manager			
Inbound Supervisor			
Inbound Supervisor			
Inbound Supervisor			
Operations Supervisor			
Operations Supervisor			
Operations Supervisor			
Outbound Manager			
Reporting and Scheduling Specialist			
Senior Manager of Operations			
Distribution Center - Outbound			
Assistant Operation Supervisor			
Outbound Associate			

Receiver			
Receiver			
Receiving Associate			
Receiving Associate			
Receiving Specialist			
Receiving Specialist			
Receiving Specialist			
Distribution Center - Replenishment			
Assistant Operations Supervisor			
Assistant Operations Supervisor			
Material Handler			
Distribution Center - Returns			
Returns Processor			
Distribution Center – Wave Planning			
Assistant Operations Supervisor			
Wave Planner			
Information Technology			
.Net Engineer			
Business Applications Administrator			
Business Applications Administrator			
Business Applications Administrator			
Business Intelligence Developer			
Business Intelligence Developer			
Chief Technology Officer			
Database Administrator			
Development Team Lead			
Development Team Lead			
Director of IT Operations			
Infrastructure Administrator			
Infrastructure Administrator			
IT QA Analyst			
IT QA Engineer			
Junior Business Intelligence Developer			
Junior Software Engineer			
Manager of Data Services			
Manager of Software Development			
Project Manager			
Security Analyst			
Software Quality Analyst			

Technical Support				
Technical Support				
Technical Support Supervisor				
Marketing – 3rd Party Marketplace				
Director of Marketplace Sales				
E-Commerce Analyst				
Marketing Analyst				
Marketing – Creative Service				
Copy Manager				
Copy Writer				
Copy Writer				
Designer				
Designer				
Designer				
Director of Creative/Design				
Image Specialist				
Manager of Retail Creative Planning				
Manager of Site Production				
Media and Planning Coordinator				
Photographer				
Senior Designer				
Site Optimization Specialist				
Site Production Coordinator				
Site Production Specialist				
Site Production Specialist				
Site Production Specialist				
Site Production Specialist				
UX Designer				
UX Designer				
Vice President of Retail Creative				
Marketing				
E-Mail Marketing Manager				
Manager of Social and Public Relations				
Marketing Analyst				
Marketing Coordinator				
Marketing Manager-Paid Media				
Marketing Specialist				
Media Coordinator				
Senior Manager of SEO				
SEO Manager				
Vice President of Marketing Strategy				
Merchandising				
Assistant Buyer				
Buyer				
Chief Merchant				
Director of Marketing – Costume				
Director of Marketing - Party				
General Merchandising Manager				
Manager of Merchandise-Costumes				
Merchandise Coordinator				
Merchandise Coordinator				
Merchant				

Merchant – Party				
OX – Business Development				
Account Executive				
Manager of National Accounts				
OX - Executive				
Chief Financial Officer				
Chief Operating Officer				
Executive Assistant				
President & Chief Executive Officer				
OX - Finance				
Accountant				
Accounting Clerk				
Controller				
Payroll Administrator				
Senior Accountant				
Senior Financial Analyst				
OX – Human Resources				
Human Resources Administrator				
Human Resources Generalist				
Senior Manager of Human Resources				
OX – Inventory/Replenishment - Costume				
Materials Flow Coordinator				
Merchandise Planner				
Merchandise Planning Assistant				
Senior Merchandise Planner				
OX – Inventory/Replenishment - Party				
Merchandise Planner				
Senior Merchandise Planner				
OX - Legal				
Associate General Counsel				
Product Testing Coordinator				
OX - Operations				
Director of Analytics				
Maintenance Assistant				
Maintenance Supervisor				
Quality & Process Improvement Analyst				
Safety Manager				
Vice President of Operations				
OX – Product Development - Costume				
Product Development Coordinator				
Vice President, Sourcing & Procurement				
OX – Product Development - Party				
Designer				
Director of Product Development				
Technical Artist				