



April 13, 2020

VIA EMAIL, FAX  
OR OVERNIGHT MAIL  
AS INDICATED ON SERVICE LIST

***Re: Guess?, Inc.—COVID-19 Temporary Furloughs***

Dear Sir/Madam,

Because of the effects on business of emergency efforts being imposed to slow down the COVID-19 outbreak, Guess?, Inc. must place employees working at the locations listed on the attached address list (“the Guess? Facilities”) on temporary furlough. Because of these unforeseen circumstances, designated employees working at the Guess? Facilities will be placed temporarily on unpaid leave status from their jobs. The accompanying address list indicates that a complete temporary closure will take place at each of the facilities.

Furloughs will begin on April 2, 2020 or during a 14-day period starting on that date. Unfortunately, because of the sudden, dramatic, and unexpected nature of this unforeseen calamity, and the demands placed without notice on businesses and the public to cease or curtail operations to limit the spread of the COVID-19 outbreak, we are unable to provide employees with additional notice of these furloughs. Our operations were unexpectedly and rapidly affected by the COVID-19 pandemic, the World Health Organization’s pandemic declaration on March 11, the President’s declaration of a national emergency on March 13, local Safer-at-Home or Shelter-in-Place Orders and other related governmental announcements and actions.

No one will have the right to bump or displace other employees. There are no unions representing affected employees. A list of job titles and the number of employees currently holding affected positions, as well as any other information required pursuant to 20 C.F.R. §639.7(f), will be maintained on site and readily accessible to the state dislocated worker unit and to the units of general local government.

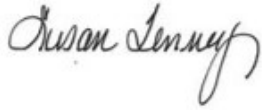
This announcement and the above timetable are based on the best information currently available. You will be informed of any significant changes in these plans as additional information becomes available.

This is a difficult, but necessary decision that we are making to help ensure health and safety of our staff and their families. To the extent that the temporary unpaid leave constitutes a covered event under the Worker Adjustment and Retraining Notification Act (WARN), or any similar state statute, this letter is intended to fulfill any requirements imposed under these provisions. By

providing this information, however, the Company does not concede that any such provision applies or that notice is required.

If you have any questions concerning this announcement, please contact me at 213.765.3272 and I will be happy to assist you.

Sincerely,

A handwritten signature in cursive script that reads "Susan Tenney". The signature is written in black ink and is positioned to the left of the typed name.

Susan Tenney

Senior Director of Human Resources

## **List of Guess? Facilities Subject To Temporary Furloughs**

The number of employees listed in parentheses below (#) reflects the number of affected employees at each facility.

Guess Distribution Center (230) located at 10610 Freeport Drive, Louisville, KY 40258. This is a partial workforce furlough temporarily affecting designated employees in all departments.

Retail Store locations listed below. The stores will all be subject to complete temporary closures with temporary furloughs affecting all employees in all departments.

3007	Outlets Laredo (30)	1600 Water Street, Suite B420 Laredo, TX 78040
3108	Prime Outlets At Orlando (45)	4955 International Dr. Space 1C-17 Orlando, FL 32819
3113	Sawgrass Mills (61)	12801 W Sunrise Boulevard, Suite #631 Sunrise, FL 33323
3175	Orlando Outlet Mrktplace (30)	5269 International Drive, Space E Orlando, FL 32819
3184	Jersey Gardens (31)	651 Kapkowski Road, Suite #2412 Elizabeth, NJ 07201
3188	Puerto Rico Belz Outlet (30)	KM 18.4, State Rd. #3, Sp #230 Barrio Pueblo, Canovanas, PR 00729
3192	Arundel Mills (33)	7000 Arundel Mills Circle, Suite #460 Hanover, MD 21076
3193	Orlando Premium Outlets (49)	8200 Vineland Ave. Suite #1134 Orlando, FL 32821
3201	Las Vegas Premium Outlet(61)	905 S. Grand Central Parkway, Suite 1738 Las Vegas, NV 89106
3204	Chicago Premium Outlets (32)	1650 Premium Outlets Boulevard, Suite #575 Aurora, IL 60502
3220	Dolphin Mall (57)	11401 NW 12th Street, Space #382 Miami, FL 33172
3222	Puerto Rico Premium Otlt (49)	1 Prime Outlet Blvd. KM 554.8, Space #110 Barceloneta, PR 00617
3225	Seattle Premium Outlets (30)	10600 Quil Ceda Boulevard, Suite #500 Tulalip, WA 98271
3270	Fashion Outlets Of Chicago (31)	5220 Fashion Outlet Way, Ste #1145 Rosemont, IL 60018
3285	Tanger Outlets Westgate (41)	6800 N 95th Ave, Ste 100 Glendale, AZ 85305

## **SERVICE LIST**

*Sent via email unless less no email was available, then sent by certified mail or overnight mail.*

### **State Governments**

#### **Arizona**

State Rapid Response Coordinator  
Employer Engagement Administration  
Arizona Department of Economic Security  
P.O. Box 6123, Mail Drop 5574  
Phoenix, Arizona 85012  
[wioa@azdes.gov](mailto:wioa@azdes.gov)  
Telephone: 602-542-7966  
Fax: 602-542-2491

#### **Florida**

Steven Gustafson, State Trade and Rapid Response Coordinator  
REACT Program  
MSC 229  
107 E. Madison Street  
Tallahassee, FL 32399-4137  
[WARNnotices@deo.myflorida.com](mailto:WARNnotices@deo.myflorida.com)  
[Steven.Gustafson@DEO.MyFlorida.com](mailto:Steven.Gustafson@DEO.MyFlorida.com)  
Fax: 850-921-3859

#### **Kentucky**

Michelle DeJohn  
Employer Customer Services Branch Manager  
Kentucky Career Center  
Office of Employment & Training  
275 E Main St.  
2-WA  
Frankfort, KY 40621  
[michelle.dejohn@ky.gov](mailto:michelle.dejohn@ky.gov)  
Telephone: 502-782-3252

#### **Nevada**

Rapid Response Unit  
Nevada Dept. of Employment, Training and Rehabilitation  
2800 E. St. Louis Ave.  
Las Vegas, NV 89104  
[detradmn@detr.nv.gov](mailto:detradmn@detr.nv.gov)  
Fax: 775-687-1073

#### **Texas**

Bryan Daniel  
State Rapid Response Chairman and Commissioner  
Texas Workforce Commission  
101 E 15th St., RM 440T  
Austin, TX 78778  
Fax: 512-936-0331  
[warnletter.central@twc.state.tx.us](mailto:warnletter.central@twc.state.tx.us)  
Telephone: 512-463-2222

### **Washington**

Washington State Employment Security Dept.  
Grants Management Office  
Attention: WARN Team  
Post Office Box 9046  
Olympia WA 98507-9046  
Telephone: 360-902-9412  
[ESDGPWorkforceInitiatives@ESD.WA.GOV](mailto:ESDGPWorkforceInitiatives@ESD.WA.GOV)

### **Local Counties:**

#### **Arizona**

Maricopa County  
Clint Hickman, Chair of Board of Supervisors  
301 West Jefferson Street  
Phoenix, Arizona 85003  
[chickman@mail.maricopa.gov](mailto:chickman@mail.maricopa.gov)  
Telephone: 602-506-7642

#### **Florida**

Broward County  
Dale Holness, Mayor  
Broward County Governmental Center  
115 S. Andrews Ave., Room 417  
Fort Lauderdale, FL 33301  
[dholness@broward.org](mailto:dholness@broward.org)  
Telephone: 954-357-7009  
Fax: 954-357-5622

Miami-Dade County  
Carlos A. Giménez, County Mayor  
Stephen P. Clark Center  
111 NW 1st Street, 29th Floor  
Miami, FL 33128  
[mayor@miamidade.gov](mailto:mayor@miamidade.gov)  
Telephone: 305-375-5071

Orange County

Jerry L. Demings  
201 S. Rosalind Ave, 5th Floor  
Orlando, Florida 32801  
[mayor@ocfl.net](mailto:mayor@ocfl.net)  
Telephone: 407-836-7370  
Fax: 407-836-7360

### **Kentucky**

Jefferson County  
Greg Fischer, Mayor  
527 W. Jefferson Street, 4th Floor  
Louisville, KY 40202  
Telephone: 502-574-2003

### **Nevada**

Clark County  
Marilyn Kirkpatrick, Chair of Clark County  
County Commissioners  
500 S Grand Central Pkwy., 6th Floor  
Las Vegas, Nevada 89155  
Telephone: 702-455-3500

### **Texas**

Hidalgo County  
David L. Fuentes, Commissioner, Precinct 1  
1902 Joe Stephens Ave., Ste. 101  
Weslaco, TX 78596  
[commissioner1@co.hidalgo.tx.us](mailto:commissioner1@co.hidalgo.tx.us)  
Telephone: 956-968-8733

Webb County  
Honorable Jesse Gonzalez  
Commissioner, Precinct 1  
1000 Houston St. 1st Floor  
Laredo, Texas 78040  
Telephone: 956-523-4660  
Fax: 956-523-5116

### **Washington**

Snohomish County  
Dave Somers, County Executive  
3000 Rockefeller Avenue M/S 407  
Everett, WA 98201  
[Dave.Somers@co.snohomish.wa.us](mailto:Dave.Somers@co.snohomish.wa.us)  
Telephone: 425-388-3050

## **Local Towns/Cities:**

### **Arizona**

City of Glendale  
Mayor Jerry P. Weiers  
Office of the Mayor  
5850 W. Glendale Ave., #451  
Glendale, AZ 85301  
[mayorweiers@glendaleaz.com](mailto:mayorweiers@glendaleaz.com)  
Telephone: 623-930-2260

### **Florida**

City of Miami  
Francis Suarez, Mayor  
Miami Riverside Center (MRC)  
444 SW 2nd Ave  
Miami, FL 33130  
[fsuarez@miamigov.com](mailto:fsuarez@miamigov.com)  
Telephone: 305-250-5300

City of Orlando  
Buddy Dyer, Mayor  
400 South Orange Avenue  
Orlando, FL 32801  
[buddy.dyer@orlando.gov](mailto:buddy.dyer@orlando.gov)  
Telephone: 407-246-2221

City of Sunrise  
Michael J. Ryan, Mayor  
10770 West Oakland Park Blvd.  
Sunrise, FL 33351  
[mryan@sunrisefl.gov](mailto:mryan@sunrisefl.gov)  
Telephone: 954-741-2580

### **Kentucky**

City of Louisville  
Greg Fischer, Mayor  
527 W. Jefferson Street, 4th Floor  
Louisville, KY 40202  
Telephone: 502-574-2003

### **Nevada**

City of Las Vegas  
Carolyn Goodman, Mayor  
495 S. Main St.

Las Vegas, NV 89101  
Telephone: 702-229-6241

### **Texas**

City of Laredo  
Pete Saenz, Mayor  
City Hall  
1110 Houston Street  
Laredo, Texas 78040  
[mayorsaenz@ci.laredo.tx.us](mailto:mayorsaenz@ci.laredo.tx.us)  
Telephone: 956-791-7300  
Fax: 956-791-7498

City of Mercedes  
Henry Hinojosa, Mayor  
Post Office Box 837  
Mercedes, TX 78570-0837  
Telephone: 956-565-3114

### **Washington**

Tulalip (a Community of the Tulalip Tribes of WA)  
Teri Gobin, Chair of Board of Directors  
6406 Marine Drive  
Tulalip, WA 98271  
Telephone: 360-716-4000