



March 30, 2020

Nevada Department of Employment, Training and Rehabilitation –Southern NV  
E. St. Louis Avenue  
Las Vegas, NV 89104  
Attn: Director's Office  
detradm@detr.nv.gov

Re: Layoffs at Sport Clips, Inc.

To Whom It May Concern:

On behalf of Sport Clips, Inc. ("Sport Clips"), we inform you that due to unforeseen business circumstances connected to the situation surrounding the spread of COVID-19, we have decided to conduct a temporary mass layoff of employees reporting to Sport Clips' stores in Nevada, including the stores located at:

605 Mall Ring Circle, Suite 160, Henderson, NV 89014  
9905 S. Eastern Ave. Ste. #130, Las Vegas, NV 89183  
6640 N. Durango, #120, Las Vegas, NV 89149  
5130 S. Ft. Apache, Las Vegas, NV 89148  
6475 N. Decatur Blvd. #115, Las Vegas, NV 89131  
7310 Arroyo Crossing Pkwy #100, Las Vegas, NV 89113  
7260 Lakemead Blvd., Las Vegas, NV 89108  
2546 E. Craig Road, #110, North Las Vegas, NV 89030  
655 S. Green Valley Pkwy # 150, Henderson, NV 89052  
1000 S. Rampart Blvd. #6, Las Vegas, NV 89145  
3692 Blue Diamond Dr., Las Vegas, NV 89139  
10965 Lavender Hill Dr., Las Vegas, NV 89135

This mass layoff is expected to be temporary, and the expected date of the first separation will be or was March 25, 2020. At this time, there will be 139 affected employees. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this action. There is no union representing the affected employees.

Such unforeseen business circumstances are that, our business model provides in-person haircuts and due to the outbreak of the novel coronavirus (known as COVID-19) and the precautions being taken to mitigate the spread of the virus, including some cities and localities that have shelters and quarantines in place, we have seen an extremely significant unanticipated and dramatic major economic downturn in business, revenue, and customers, and have been forced to temporarily close most, if not all, of our stores.



Finally, the name and telephone number of the designated Sport Clips official to contact for further information about the layoffs is: Kathy Schaaf: 512-869-1201. Alternatively, an additional official who may also be contacted for further information is Edward Logan, President who can also be reached directly at 512-868-4619.

Sincerely,

*Kathy Schaaf*

Kathy Schaaf

Chief Human Resources Officer