



ALL THINGS SPORTING GOOD<sup>SM</sup>

July 13, 2016

*Via Express Mail*

Department of Workforce Development  
Dislocated Worker Unit  
P.O. Box 7972  
Madison, WI 53707

RECEIVED  
JUL 15 2016

BY: .....

Re: WARN Notice of Layoffs – Sports Authority

Dear Members of the Dislocated Worker Unit:

You received a prior notice dated June 23, 2016 regarding operations at our Greenfield Store #622. This letter serves to inform you of a change regarding the termination date for affected employees. The affected store is located at 5070 South 74th Street, Greenfield, WI 53220-4355. This letter is to give you formal notice as required under the Wisconsin Business Closing and Mass Layoff Law ("WBCML"), Wis. Stat. § 109.07 and Wis. Admin. Code DWD § 279 et seq., that all operations at Greenfield Store #622, located at 5070 South 74th Street, Greenfield, WI 53220-4355, will be permanently closing effective July 18 through July 31, 2016, and employment for affected employees is expected to end on the same date. We anticipate these layoffs to be permanent in nature, and no bumping rights exist.

As stated in our prior notice, due to unforeseen circumstances, Sports Authority must reduce its business operations and close all operations of the Greenfield Store #622 on an accelerated schedule. As the financial conditions and performance of the company has changed, we have determined that due to our financial circumstances, it is necessary to further accelerate the closure of this location. While we would have preferred to provide you with notice of these changes at an earlier date, Sports Authority provided you with notice as soon as practicable based on the information known at the time. Prior to your initial notice, we could not disclose that this location was at risk for closure without negatively affecting Sports Authority's attempt to seek additional capital. We initially had foreseen maintaining business operations at this location by either locating a buyer or having certain assets and stores purchased during the public auction. However, based on the lower-than-expected buyer interest and the lack of anticipated additional capital, we made the difficult decision to terminate the positions of the 46 employees at this location and have decided to provide you with notice as soon as practicable. There are no unions representing the employees at this facility.

A schedule setting forth the job titles of affected positions and the number of affected employees in each affected position is in the attached Exhibit A. Should you have any further questions about the closure of this facility, you may contact Tonia Hamilton, Manager HRIS, 720.475.2495, thamilton@sportsauthority.com; or Bernie Ruesgen, Director Total Rewards, Store Support Center, 720.475.2712, bruesgen@sportsauthority.com.

Sincerely,

A handwritten signature in black ink, appearing to be 'DG', with a long horizontal flourish extending to the right.

Douglas Garrett  
Interim SVP HR – Sports Authority  
**Sports Authority**

Enclosures

**Exhibit A**

Cessation of all operations at the Greenfield Store # 622 facility is expected to affect a total of 46 employees at that location, with layoffs occurring effective July 18-July 31, 2016. Positions and numbers affected are as follows for the Greenfield Store # 622 facility:

<b>Position (Title)</b>	<b>Number of Employees Affected</b>
Associate Customer Service	11
Associate Merch/Visual	5
Associate Season/Special Event	10
Sales Authority	11
Sr. Customer Service	2
Sr. Merch/Visual	1
Sr. Sales Authority	2
Store Manager	1
Team Leader Hardlines/Receiving	1
Team Leader Operations	1
Team Leader Sales	1