



2019 JAN 10 AM 8:19

January 9, 2019

VIA CERTIFIED MAIL

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
PO Box 7972
Madison, WI 53707

Re: Notice of Business Closing and Layoffs

Dear Members of the Dislocated Worker Unit:

Petco Animal Supplies Stores, Inc. ("Petco" or the "Company") will be permanently closing all Drs. Foster and Smith ("DFS", a subsidiary of Petco) operations, with the exception of Live Aquaria, within the facility located at 2253 Air Park Road in Rhinelander, Wisconsin 54501 (the "Facility"), effective 3/10/19. As a result of this closure, the Company expects that the employment of 289 employees working at the Facility will cease during a two-week period commencing on 3/10/19.

None of the affected employees are represented by a collective bargaining representative.

There are no "bumping rights" available to any of the affected employees in connection with these plans. A list of the affected job titles and the number of employees in each position affected is being provided as Attachment A.

We are providing this letter based on information that is currently available to the Company. Should any of the information above change, we will update this notice as soon as practicable.

Since Petco acquired DFS in 2015, consumer needs and preferences have continued to shift with technology, and the pet retail industry as a whole has continued to evolve at a rapid pace to keep up with these dynamics. Taking into account the needs of modern pet parents, ever-changing consumer demands, and the ongoing evolution of the Petco brand, we believe the closure of DFS will enable us to streamline operations and better focus on our core business and customer.

This decision has not been made lightly and we appreciate that it has a very real effect on both individuals and the broader community in Rhinelander. Petco plans to offer additional on-site resources to impacted partners, in cooperation with and in addition to what is provided by the State of WI, to assist with a transition for all involved. We greatly appreciate all of our partners for their dedicated service and contributions to

healthier **pets**. happier **people**. better **world**.™

10850 Via Frontera | San Diego, CA 92127 | 858-453-7845 | petco.com



Drs. Foster and Smith and to Petco. If you would like additional information, please do not hesitate to contact us at 715-369-3305, extension 234143.

Sincerely,

A handwritten signature in black ink that reads "Brock Weatherup". The signature is fluid and cursive, with a long horizontal stroke at the end.

Brock Weatherup
Chief Strategic Innovation & Digital Experience Officer

Cc: Michelle Bonfilio
Chief Human Resources Officer

Attachment A

Position Title	Number Impacted
Associate Merchandise Manager	1
Asst Manager, Premier Support	1
Category Manager	2
Clerk - Retail Store	6
Customer Service Analyst	1
Customer Service Rep I	56
Customer Service Rep II	17
Customer Service Rep III	13
Dept Coordinator Pharmacy	1
DFS Assistant Store Manager	1
Director, Site Manager & IT	1
Distribution Center Dept Mgr	4
Fulfillment Live Aquaria	2
HR Generalist DFS	1
Husbandry	1
Inventory Control Clerk	3
IT Operations Technician	5
Maintenance Tech	3
Maintenance Tech III	2
Manager DC Operations	1
Manager Pharmacy Operations	1
Manager Retail Store	1
Marketing Analyst	1
Merchandise Specialist	1
Mgr Merch Systems IT	1
Network Administrator Hourly	1
PC Tech	1
Pharmacy Clerk	1
Pharmacy Tech I	6
Pharmacy Tech II	18
Pharmacy Tech III	12
Premier Support Representative	15
Production Asst Divers Den	1
Quality Assurance Specialist	1
Receptionist	1
Sr Executive Admin Assistant	1
Sr Mgr Pharmacy Operations	1
Supervisor Customer Service	6
Supervisor DFS DC Maintenance	1
Supervisor Pharmacy Tech	4
Supervisor Processing	1
Supervisor User Experience	1
Team Lead, Premier Support	1

Attachment A

Position Title	Number Impacted
TOPS Programmer	1
Warehouse Custodian	2
Warehouse System Administrator	1
Warehouse Worker I	70
Warehouse Worker II	13
Web Developer	2
TOTAL	289