

HOBBY LOBBY®

April 3, 2020 **Via E-mail and/or U.S. Mail**

Bay Area Workforce Development Board, Inc.
317 W. Walnut St.
Green Bay, WI 54303

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 346 North Casaloma Drive, Appleton, Wisconsin, 54913, as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 41 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Timothy Hannah, City of Appleton, 100 N. Appleton St., Appleton, WI 54911

HOBBY LOBBY®

April 3, 2020 **Via E-mail and/or U.S. Mail**

Waukesha County Workforce Development Board
892 Main St.
Pewaukee, WI 53072

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 18200 W. Bluemound Rd., Ste. 2, Brookfield, Wisconsin, 53045 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 27 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Steven V. Ponto City of Brookfield, 2000 N. Calhoun Rd., Brookfield, WI 53005

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

West Central Workforce Development Board
401 Technology Drive East, Ste. 100
Menomonie, WI 54751

Re Announcement of Planned Action (Store #833)

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 4606 Golf Road, Eau Claire, Wisconsin 54701 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 32 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: Terry Weld, City Council President (Terry.Weld@EC-CityCouncil.com)
Dale Peters, City Manager, City of Eau Claire, 203 S. Farwell St., P.O. Box 5148, Eau Claire, WI 54702

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Employee Milwaukee Workforce Development
2338 N. 27th St.
Milwaukee, WI 53210

Re Announcement of Planned Action (Store #599)

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 6803 S. 27th St., Franklin, Wisconsin 53132 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 26 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Steve Olson, City of Franklin, 9229 W. Loomis Rd., Franklin, WI 53132

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Bay Area Workforce Development Board, Inc.
317 W. Walnut St.
Green Bay, WI 54303

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 2380 E. Mason St., Green Bay, Wisconsin, 54302 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 25 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Eric Genrich, City of Green Bay, 100 N. Jefferson St., Green Bay, WI 54301

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Bay Area Workforce Development Board, Inc.
317 W. Walnut St.
Green Bay, WI 54303

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 803 Pilgrim Way, Suite 100, Green Bay, Wisconsin, 54304, as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 35 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Eric Genrich, City of Green Bay, 100 N. Jefferson St., Green Bay, WI 54301

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Southeast Wisconsin Workforce Development Board
8600 Sheridan Road, Ste. 100
Kenosha, WI 53143

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 3023 Milton Ave., Ste. 111, Janesville, Wisconsin, 53545 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 32 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: Mark Freitag, City Manager, City of Janesville, 18 N. Jackson St., Janesville, WI 53547, freitagm@ci.janesville.wi.us
Richard Gruber, City Council President, City of Janesville, gruberr@ci.janesville.wi.us

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Southeast Wisconsin Workforce Development Board
8600 Sheridan Road, Ste. 100
Kenosha, WI 53143

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 7014 Green Bay Road, Ste. A, Kenosha, Wisconsin, 53142 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 41 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor John Antaramian, City of Kenosha, mayor@kenosha.org, 625 52nd St., Rm. 300, Kenosha WI 53140

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Workforce Development Board of South Central Wisconsin
3513 Anderson Street, Ste. 104
Madison, WI 53704

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 4279 Lien Road, Madison, Wisconsin, 53704 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 27 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Satya Rhodes-Conway, City of Madison, 210 Martin Luther King, Jr. Blvd., Rm. 403, Madison, WI 53703

HOBBY LOBBY®

April 3, 2020 **Via E-mail and/or U.S. Mail**

Bay Area Workforce Development Board, Inc.
317 W. Walnut St.
Green Bay, WI 54303

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 1140 South 30th Street, Manitowoc, Wisconsin, 54220, as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 24 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Justin Nickels, City of Manitowoc, 900 Quay St., Manitowoc, WI 54220

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Waukesha County Workforce Development Board
892 Main St.
Pewaukee, WI 53072

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at N95 W18281 County Line Rd., Menomonee Falls, Wisconsin, 53051 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 30 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: Village President Dave Glasgow, and Village Manager Mark Fitzgerald, Village of Menomonee Falls, W156 N8480 Pilgrim Road, Wisconsin 53051

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Workforce Development Board of South Central Wisconsin
3513 Anderson Street, Ste. 104
Madison, WI 53704

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 2351 W. Broadway, Monona, Wisconsin, 53713 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 26 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Mary O'Connor, City of Monona, 5211 Schluter Rd., Monona, WI 53716

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Western Wisconsin Workforce Development Board, Inc.
2615 East Ave. S., Ste. 101
La Crosse, WI 54601

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 9408 State Road 16, Onalaska, Wisconsin, 54650 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 37 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Kim Smith, City of Onalaska, ksmith@onalaskawi.gov

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Fox Valley Workforce Development Board, Inc.
1401 McMahon Dr., Ste. 200
Neenah, WI 54956

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 1118 South Koeller, Oshkosh, Wisconsin, 54902, as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 33 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Lori Palmeri, City of Oshkosh, 212 Parkway Avenue, Oshkosh, WI 54901
Mark Rohloff, City Manager, City of Oshkosh, 215 Church Ave., Oshkosh, WI 54903

HOBBY LOBBY®

April 3, 2020 **Via E-mail and/or U.S. Mail**

Southeast Wisconsin Workforce Development Board
8600 Sheridan Road, Ste. 100
Kenosha, WI 53143

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 2406 South Green Bay Road, Racine, Wisconsin, 53406 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 29 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Cory Mason, City of Racine, 730 Washington Ave., Racine, WI 53403

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

North Central Wisconsin Workforce Development Board
3118 Post Rd., Ste. A
Stevens Point, WI 54481

Re Announcement of Planned Action (Store #702)

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 2166 Lincoln St., Rhineland, Wisconsin, 54501 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 23 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Christopher Frederickson, City of Rhineland, 135 S. Stevens St., Rhineland, WI 54501, mayor@rhinelandercityhall.org

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

West Central Workforce Development Board
401 Technology Drive East, Ste. 100
Menomonie, WI 54751

Re Announcement of Planned Action (Store #684)

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 2800 Pioneer Avenue, Rice Lake, Wisconsin 54868 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 29 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Michael M. Diercks, City of Rice Lake, 30 E. Eau Claire St., Rice Lake, WI 54868

HOBBY LOBBY®

April 3, 2020 **Via E-mail and/or U.S. Mail**

Waukesha County Workforce Development Board
892 Main St.
Pewaukee, WI 53072

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 1160 W. Sunset Dr., Ste. 104, Waukesha, Wisconsin, 53189 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 28 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Shawn Reilly, City of Waukesha, sreilly@waukesha-wi.gov, 201 Delafield St., Waukesha, WI 53188

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

North Central Wisconsin Workforce Development Board
3118 Post Road, Ste. A
Stevens Point, WI 54481

Re Announcement of Planned Action (Store #516)

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 226767 Rib Mountain Drive, Wausau, Wisconsin, 54401 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 27 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Robert B. Mielke, City of Wausau, 407 Grant St., Wausau, WI 54403,
mayor@ci.wausau.wi.us

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Employee Milwaukee Workforce Development
2338 N. 27th St.
Milwaukee, WI 53210

Re Announcement of Planned Action (Store #842)

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 3850 N. 124th St., Wauwatosa, Wisconsin 53222 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 20 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Kathleen Ehley, City of Wauwatosa, 7725 W. North Ave., Wauwatosa, WI 53213, mayor@wauwatosa.net

HOBBY LOBBY®

April 3, 2020 **Via E-mail and/or U.S. Mail**

Employee Milwaukee Workforce Development
2338 N. 27th St.
Milwaukee, WI 53210

Re Announcement of Planned Action (Store #858)

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 6900 W. Greenfield Ave., West Allis, Wisconsin 53214 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 21 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor Dan Devine, City of West Allis, 7525 W. Greenfield, West Allis, WI 53214

HOBBY LOBBY®

April 3, 2020

Via E-mail and/or U.S. Mail

Waukesha-Ozaukee-Washington Counties Workforce Development Board, Inc.
515 Moreland Blvd., Rm AC260
Waukesha, WI 53188

Re Announcement of Planned Action

Dear Director:

We are writing to inform you of our decision to furlough employees at the Hobby Lobby store located at 1800 S. Main St., West Bend, Wisconsin, 53095 as of the close of business on April 3, 2020. We expect this furlough to be temporary, and will periodically evaluate the circumstances to determine when and if we will return employees to regular employment. We made this decision as a result of the sudden, dramatic and unexpected downturn in business caused by the coronavirus natural disaster, including a drastic decrease in customers, a substantial loss of revenue, and the unforeseeable store closure on March 25, 2020 in accordance with the Governor's Emergency Order #12, which impacted all employees at that store location. We were unable to provide more notice of these actions because these circumstances were outside of our control and not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under these circumstances and given the rapid pace at which this situation has developed.

The affected employees have been notified of their furlough dates and that we intend this furlough to be temporary. We do not expect the furloughs, which affect 26 employees at this location, to end before late April or early May of this year. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this furlough.

If you have any questions or want additional information concerning this matter, please contact Karen West, Human Resources Manager at (877) 303-4547.

Sincerely,



Karen A. West
Human Resources Manager
Hobby Lobby Stores, Inc.

cc: The Honorable Mayor, City of West Bend, 1115 S. Main St., City of West Bend, WI 53095