



December 29, 2021

VIA EMAIL AND FEDEX

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C. Saunders Roberson, Jr.
Mayor
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Re: Notice of Closure of QVC Rocky Mount, Inc.'s Rocky Mount Distribution Center

Dear Ms. Farrington and Mr. Roberson:

This Notice is being issued in connection with the closure and complete cessation of all operations at QVC Rocky Mount, Inc.'s ("QVC") Rocky Mount Distribution Center ("DC"). QVC is an operating brand within the Qurate Retail Group ("QRG"). The purpose of this letter is to satisfy the notice requirements of the Worker Adjustment Retraining and Notification ("WARN") Act, 29 U.S.C. §§ 2101 *et seq.* Accordingly, I am writing pursuant to WARN to notify you of the following:

1. QVC will be closing and ceasing all operations at its DC located at 100 QVC Blvd., Rocky Mount, NC 27815. As a result of this closure, QVC plans to terminate the employment of all employees employed at this location, which as of December 29, 2021 is 1,953 employees.
2. Employees are expected to be separated from employment beginning on February 1, 2022, with all separations accomplished by mid-2022. The separation dates of a small number of employees may occur after February 1, 2022 in order to facilitate an orderly winddown of operations.
3. All affected employees will be notified of their separation dates as soon as reasonably practicable. This closure was caused by a tragic fire that started in the early morning of December 18, 2021. The company is still assessing the extent of the damage, but it is clear that the site will not be operable and there will not be work for the team for the foreseeable future. Consequently, QVC believes that the "unforeseeable business circumstances" exception under section 3(b)(2)(A) of WARN and the "natural disaster" exception in section 3(b)(2)(B) of WARN apply to this closure.
4. All team members will be provided with the opportunity to seek employment at other QRG locations around the country. There are no bumping rights.

5. The job titles of positions to be affected, and the number of affected employees in each job classification, are as follows:

Job Title	Count of Team Members
Accounting Specialist	1
Administrative Assistant III	1
Aging Order Specialist	21
Area Mgr Fulfillment Center	35
Area Mgr Fulfillment Center Facilities	4
Area Mgr Site Quality Operations	2
Automation Controls Engineer	1
Battery Station Operator	1
Dir General Manager Rocky Mount	1
Facilities Coordinator (US)	1
Facilities Mgr (US)	1
Fulfillment Center Equipment Operator	405
Fulfillment Center Team Lead	47
Fulfillment Center Team Member	1318
Inventory Control Analyst	2
Learning Lead	3
Maintenance Mechanic I	3
Maintenance Mechanic II	3
Maintenance Mechanic III	1
Maintenance Technician I	1
Maintenance Technician II	18
Maintenance Technician III	7
Mgr Fulfillment Center Operations	10

Mgr People Team	1
Mgr Site EHS	1
Manager, Site Quality & Operational Control	1
People & Organization Partner (US)	1
People Team Coordinator	2
Operations Administrator	7
Product Inspection Clerk	3
Product Inspection Coordinator	1
Security Coordinator	16
Security Shift Leader (US)	1
Site EHS Specialist	1
Spvr IT Site Services	1
Sr IT Support Specialist	3
Sr Mgr Fulfillment Center Operations	2
Sr People & Organization Partner (US)	1
Staffing Analyst (US)	1
Staffing Assistant	1
Talent Acquisition Coordinator (US)	1
Transportation Coordinator	11
Vendor Compliance Specialist	2
Yard Driver (US)	8

6. The affected employees are not represented by any labor union.

The information described in 20 C.F.R. § 639.7, including the later separation dates, will be available and readily accessible on-site at your request. Please feel free to contact me at 484-701-1284 if you need additional information or have questions.

Sincerely,



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