



Via Overnight Mail and Email (warn-notice@dwd.in.gov)

February 2, 2021

Indiana Department of Workforce Development
Workforce Transition Unit, SE308
10 North Senate Avenue
Indianapolis, IN 46204-2277

RE: Notice of Mass Layoff

Dear Indiana Department of Workforce Development Workforce Transition Unit:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff or permanent closure.

This letter/notice is to advise you that Averitt Express, Inc. ("Averitt")'s contract to provide truck driving, switchers, and related services based out of Shoe Carnival's Evansville, Indiana Distribution Center located at 14701 N Hwy 57, Evansville, Indiana, United States, 47725 ("Shoe Carnival Distribution Center"), is ending and will not be renewed. This action is expected to result in the permanent elimination of about 63 positions – two salaried and 61 hourly positions. Due to unforeseen business circumstances, what was originally anticipated to be an April 5, 2022 or later end date, now will be no later than February 28, 2022. However, Averitt is actively working to offer job transfers to all the affected employees, the vast majority of whom are domiciled outside of the State of Indiana.

All affected Averitt employees performing work pursuant to this specific Averitt driving contract with Shoe Carnival to provide driving, switcher, and related services at Shoe Carnival's Evansville, Indiana Distribution Center, and to which Averitt employees report, were first notified verbally and in writing of the Shoe Carnival Distribution Center mass layoff through WARN Act Notices this same date. Attached is a list of job titles, number affected within in each job title. Affected Averitt employees are not represented by a union. Affected employees do not have bumping rights. The Company will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their termination in accordance with Company Policy.

If you need additional information, please contact me, Laura Wettack, Director of Human Resources, by telephone at 931-520-5100, or by email at lwettack@averittexpress.com.

Sincerely,

Laura Wettack
Director of Human Resources
Averitt Express, Inc.

LIST OF AFFECTED POSITIONS
AVERITT EXPRESS INC.'S MASS LAYOFF
AT SHOE CARNIVAL DISTRIBUTION CENTER, EVANSVILLE, IN

Expected Date of Position Elimination: February 28, 2022

<u>JOB TITLE</u>	<u>NUMBER OF EMPLOYEES</u>
Over-The-Road Drivers	58
Switchers	2
Administrative/Clerical	1
Total of 61 Hourly Employees	

<u>JOB TITLE</u>	<u>NUMBER OF EMPLOYEES</u>
Site Manager	1
Front Line Leader	1
Total of 2 Salaried Employees	