

January 6, 2022

Via E-mail and Certified Mail

Mr. Ed Serna
Texas Workforce Commission
Attn: Layoff/WARN
101 E 15th St, Rm 440T
Austin, TX 78778-0001
warnletter.central@twc.texas.gov

Via E-mail and Certified Mail

Mayor TJ Gilmore
P.O. Box 299002
151 W. Church Street
Lewisville, TX 75029-9002
tgilmore@cityoflewisville.com

Re Announcement of Planned Action

Dear Mr. Serna and Mayor TJ Gilmore:

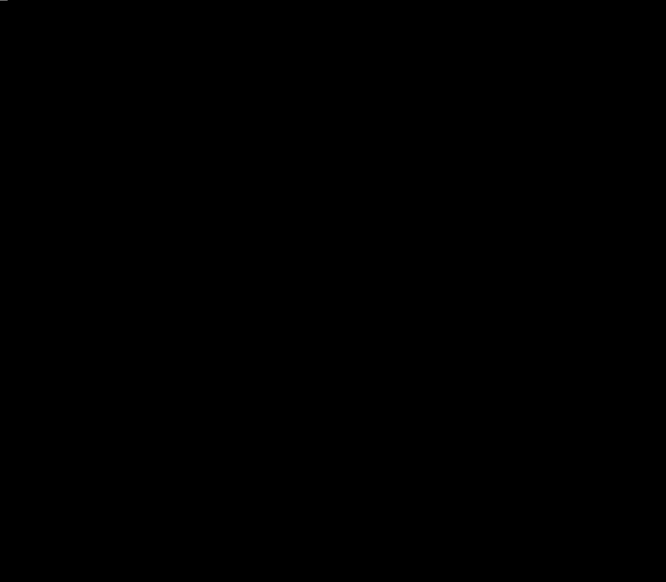
We are writing to inform you that the operational unit of Stearns Lending, LLC that supports SoFi operations will be shut down in January 2022 (“SoFi Operational Unit”). Additionally, the Stearns Lending Wholesale division will also be shut down in January 2022 (“Wholesale Department”). Impacted employees are either assigned to or report remotely to the Stearns Lending corporate headquarters, located at 401 E. Corporate Dr., Suite 150, Lewisville, Texas 75057. The entire group will be shut down and all employees in the operational unit will be impacted. Under WARN, this may be considered either a Plant Closure or a Mass Layoff. This closure is expected to be permanent. Separations will occur on two dates.

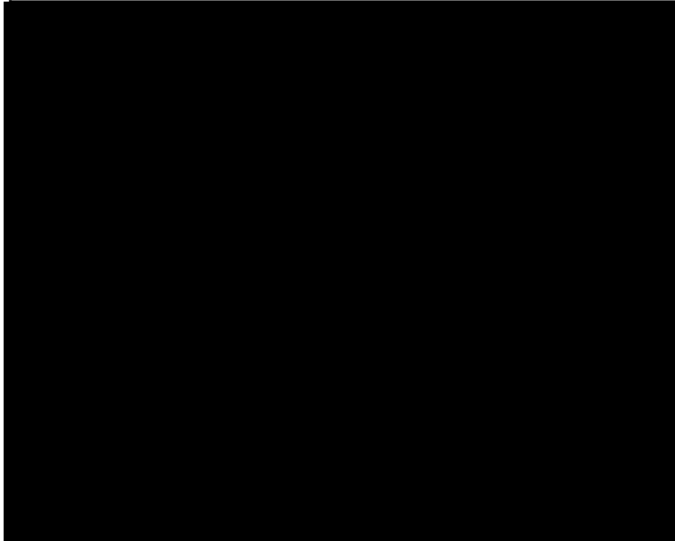
The expected date of the first separations for the SoFi Operational Unit will be January 6, 2022 and it will impact 66 employees. The second set of separations will occur on January 31, 2022, and it will impact the remaining 27 employees. A total of 93 employees will be impacted.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Employees will be provided with

equivalent pay and benefits in compliance with the WARN to provide them with the same wages and benefits they would have otherwise received had 60-days' notice been provided while actively working. Impacted employees are expected to be separated from employment on January 6, 2022 and January 31, 2022.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff along with the anticipated schedule for job losses:

Job Title	Number of Affected Employees- 1/6/2022
	5
	1
	1
	2
	5
	28
	1
	2
	1
	1
	9
	8
	1
	1

Job Title	Number of Affected Employees- 1/31/2022
	1
	3
	1
	1
	4
	6
	1
	2
	1
	2
	1
	2
	1
	1

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure/mass layoff.

If you have any questions or want additional information concerning this matter, please contact Tammy Jetton, Executive Vice President of Human Resources, at (214) 295-4013.

Sincerely,

Tammy Jetton

Tammy Jetton (Jan 6, 2022 12:28 CST)

Tammy Jetton