

January 12, 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

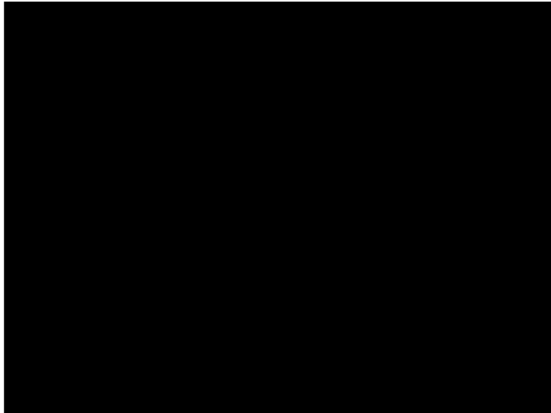
Dear Mr. Serna and Mayor TJ Gilmore:

In connection with our January 6, 2022 letter, we are writing to provide additional information regarding the anticipated shutdown of the entire Stearns Lending Wholesale division (“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 and are in/support the Wholesale Department. 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. A total of 348 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 60 days of working notice, pay and benefits in compliance with the WARN Act. Impacted employees are expected to be separated from employment on March 13, 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 Impacted Employees
	40
	1
	19
	28
	6
	4
	1
	1
	15
	1
	9
	13
	4
	2
	5
	9
	3
	4
	1
	12
	1
	38
	3
	4
	4
	1
	46
	22
	1
	1
	5
	1
	11
	1
	3
	2
	5
	1
	1

	2
	3
	1
	6
	1
	2
	1
	1
	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 12, 2022 17:19 CST)

Tammy Jetton