

NOTICE

To: ✓ Offices of Community Colleges, Employment Dept.
Attn: John Ascher, Rapid Response Coordinator
875 Union St NE FL 3
Salem OR 97311

The Honorable Mayor Jerry Willey
City of Hillsboro Civic Center
150 E Main St
Hillsboro OR 97123-4028

From: Norm Thompson Outfitters, Inc.
3188 NW Aloclek Dr
Hillsboro OR 97124

Date: May 24, 2016

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), we regret to inform you that Norm Thompson Outfitters, Inc., ("NTO") is closing its offices at 3188 NW Aloclek Drive, Hillsboro, Oregon, 97124. This closing will impact 82 employees.

Of the 82 employees at our Hillsboro office, 13 will be subject to mandatory relocation to a new satellite office to be situated near the office being closed, and are not included in the table shown below as "affected employees." An additional 23 individuals included in the following table as "affected employees," have been or will be offered voluntary relocation to offices operated by NTO affiliates in Middleton MA and Warren PA. This group includes the company's Chief Operating Officer who has already accepted an offer of relocation. The remaining 46 employees, together with those not accepting voluntary relocation offers, will be released from employment.

This action is expected to be permanent. The employment terminations are expected to commence on or about July 22, 2016 and be completed on or about September 16, 2016. The number of workers who hold affected jobs in each job classification (excluding the 13 employees being relocated within the Portland metro area), and the job titles of the affected positions are shown on Exhibit "A" which is attached and made a part of this notice. No bumping rights exist.

For further information regarding this closing please contact Erica Street, EVP, at 952-656-3963.

EXHIBIT A
To Worker Adjustment and Retraining Notification Act
Notification by Norm Thompson Outfitters

Job Title	Number of Affected Employees
Apparel Designer	1
Art Director	1
Assistant Buyer	2 ^{*(1)}
Assistant Inventory Planner	1*
Associate Product Technician	1
Associate Technical Designer	1
Brand CFO	1
Buyer	1*
COO, NTO	1 ^{*(relocation accepted)}
Copy Director	1*
Copywriter	1
Copywriter, Senior	3
Creative Director	1
Data Base Marketing Analyst	1
Data Specialist	4
Design Production Assistant	1
Desktop Technician I	1
Direct Ship Supervisor	1
Director of E-Commerce	1
Director, Inventory	2
Divisional Merchandise Manager	1
E-Commerce Associate Producer	3
eCommerce Marketing Manager	1*

Job Title	Number of Affected Employees
Executive Assistant	1
Facilities Specialist	1
Financial Analyst, Sr.	1
Graphic Designer	4 ^{*(3)}
Human Resources Generalist	1
Inventory Analyst	1
Inventory Manager	2 ^{*(2)}
Inventory Planner	5 ^{*(3)}
Liquidation Manager	1 [*]
Marketing Analyst	2 ^{*(2)}
Marketing Manager	1 [*]
Merchandising Coordinator	1
Product Technician	1
Senior Buyer	5 ^{*(1)}
Sourcing Coordinator	1
Sourcing Director	1 [*]
Sourcing Manager	1
Sr. Art Director	3 ^{*(2)}
Sr. Creative Director	1 [*]
Sr. Inventory Planner	1
Sr. Product Developer	1
VP Human Resources	1

*Asterisked entries in the table above indicate that one or more individuals in a particular job classification have been or will be offered voluntary relocation as described above. Where multiple employees work within a particular job classification subject to voluntary relocation, the portion to be offered voluntary relocations is shown in parenthesis for that job classification.