

# AVON

the company for women

November 30, 2017

*Received  
12/5/2017*

**VIA E-Mail and Certified Mail**

Amy Stollar  
Bureau Chief, Reemployment Services  
Office of Workforce Development  
4020 E. Fifth Avenue  
Columbus, OH 43219

Dear Ms. Stollar:

New Avon, LLC (the "Company") will be conducting employee separations at its Returns Processing Operation located at 175 Progress Place, Springdale, Ohio 45246 in connection with the closure of that facility.

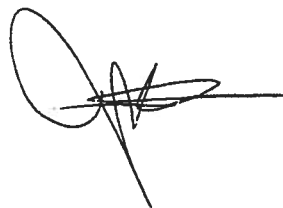
The facility will close completely and this action is expected to be permanent.

Enclosed is a listing of the job titles of the positions to be affected and the number of affected employees in each job classification. Employee separations resulting from this facility closing are expected to begin on February 5, 2018 and will continue periodically through March 30, 2018.

There are no bumping rights that apply to the affected employees. The affected employees are not represented by any union.

You may contact me if you have any questions.

Very truly yours,



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Jacquelyn Marcus  
NEW AVON LLC

Vice President, Supply Chain

Enclosure

2017 DEC -5 PM 3:18

| Job Titles of Positions to be Affected | No. of Affected Employees Per Job Title |
|--|---|
| Administrative Assistant               | 1                                       |
| Area Leader                            | 2                                       |
| Clerk Returns Finance                  | 1                                       |
| Clerk-eZ Returns                       | 1                                       |
| Coordinator-Employee Sales Center      | 1                                       |
| Engineer, Environmental                | 1                                       |
| Finance Analyst                        | 1                                       |
| Inventory Lead                         | 1                                       |
| Maintenance Mechanic III               | 1                                       |
| Maintenance Technician I               | 1                                       |
| Maintenance Technician>Returns         | 1                                       |
| Manager, Operations 1                  | 1                                       |
| Manager, Returns                       | 1                                       |
| Operations Manager                     | 1                                       |
| Returns Processor                      | 34                                      |
| Supervisor>Returns Processing          | 2                                       |
| Team Lead                              | 2                                       |
| Warehouse Operator                     | 2                                       |
| <b>Total</b>                           | <b>55</b>                               |