

EXPRESS, INC.

EXPRESS | BONOBOS | UpWest

April 21, 2024

Received: 4/22/2024 @ 7:30am

By Email (breeyn.handberg@ifs.ohio.gov) and FedEx

PO Box 182105

Columbus, OH 43218-2105

Attention: Breeyn Handberg

Dear Office of Workforce Development :

Pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq., and similar applicable state or local law, (collectively, the “WARN Act”), Express, LLC and Express Fashion Operations, LLC (collectively, the “Company”), is issuing this notice, which is conditional, to inform you that in connection with the Company’s Chapter 11 bankruptcy filing, the Company expects there may be a permanent closure of the Company’s office location at 1 Express Drive, Columbus, OH 43230 and 235 North 4th Street, Columbus, OH 43215 (collectively, the “Ohio Office”). A list of job titles and the number of employees in each position that will be terminated, as known to the Company at the date of this letter, is attached hereto as Attachment A.

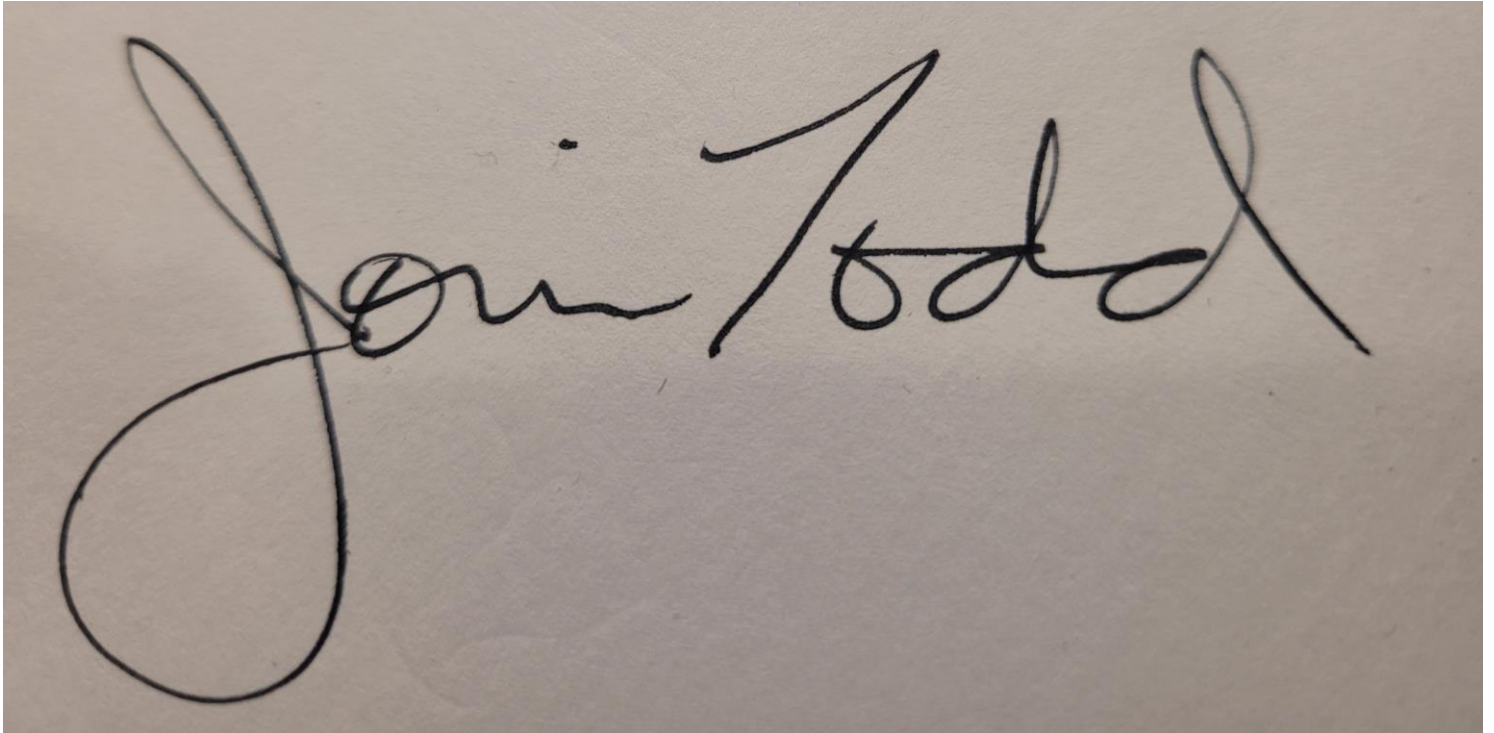
The Company has been attempting to sell or restructure its business, refinance its existing debt, and/or otherwise procure additional liquidity to maintain ordinary course operations. At this time, the Company does not know if these efforts will succeed. The purpose of the notice is to inform you that, if our sales or restructuring efforts fail altogether, or, in the event of a sale, if the buyer of the business fails to provide a sufficient number of job offers to current employees at this location, all employees employed at or reporting to the Ohio Office will be permanently laid off and the Ohio Office will be permanently closed (the “Potential Shut Down”). If no obligation under the WARN Act exists, this notice is being provided to you voluntarily.

The Company was not able to provide earlier notice of the Potential Shut Down as it qualifies under the “unforeseeable business circumstances,” and “faltering company,” exceptions set forth in the WARN Act. The Potential Shut Down is expected to be permanent. As stated above, the Company hopes to complete one or more transactions and secure funds and business to prevent the Potential Shut Down but may be unable to do so. These circumstances were not reasonably foreseeable at the time notice would have otherwise been required.

Based on the best information available at this time, employee separations are expected to occur on June 20, 2024 or within fourteen (14) days thereafter. None of the employees are represented by a labor union or any other collective bargaining representative. All affected employees have been notified of their termination date and that their termination of employment will be permanent, without any bumping rights.

If you have questions, please feel free to contact Joni Todd, Associate General Counsel at 614-474-4320 or by email at Jtodd@express.com.

Thank you,

A handwritten signature in black ink on a light-colored, textured background. The signature is written in a cursive style, with the first name 'Joni' and the last name 'Todd' clearly legible. The 'J' is large and loops around the 'o' in 'Joni'. The 'T' in 'Todd' is tall and has a long horizontal stroke.

Joni Todd

Associate General Counsel

1 Express Drive, Columbus, OH 43230

Descr	Location
Sr Payroll Auditor	DC1
Mgr Accounts Payable	DC1
Dir Production & Sourcing	DC1
Dir, Head of Revenue	DC1
Dir Planning	DC1
Lead Cashier II	DC1
Customer Experience Specialist	DC1
SVP UpWest	DC1
Dir, Planning Ops	DC1
Dir Production & Sourcing	DC1
Manager Customer Experience	DC1
Customer Experience Specialist	DC1
VP Prod & Sourcing	DC1
Dir Merchandising Ops	DC1
Mgr Wash and Color	DC1
Dir Planning	DC1
Sr Customer Relations Rep	DC1
Sr Planner	DC1
Sr Mgr Visual Merchandising	DC1
Dir Real Estate	DC1
VP Business Development	DC1
Sr Pricing Promotion Analyst	DC1
Production Coordinator	DC1
Sr Production Coord	DC1
Planner	DC1
Sr Store Omni & Tech Spec	DC1
VP Supply Chain & Logistics	DC1
Chief Financial Officer	DC1
Director Accounting	DC1
Dir Production & Sourcing	DC1
Mgr Visual Merchandising	DC1
Mgr Production Sourcing	DC1
Dir Finance	DC1
Sr Planner	DC1
Dir Lease Administration	DC1
VP Real Estate	DC1
Payroll Auditor	DC1
Fabric Specialist	DC1
Client Systems Engineer	DC1
VP MM	DC1
Technical Consultant	DC1
Mgr Production Sourcing	DC1
Director Reporting	DC1
Mgr BI Reporting	DC1
Sr Operations Analyst	DC1

Visual Ops Coordinator	DC1
Technical Consultant	DC1
Mgr Production Sourcing	DC1
VP MM	DC1
Mgr Converged Data Svc	DC1
Technical Designer	DC1
System Administrator	DC1
Sr Lease Administrator	DC1
Technical Consultant	DC1
Mgr Technology Applications	DC1
Sr Planner	DC1
Visual Merch Coord Home Office	DC1
Sr Operations Analyst	DC1
Mgr Technical Services	DC1
Technical Designer	DC1
Project Manager Operations	DC1
Dir LP Ops & Corp Office Fac	DC1
Sr Planner	DC1
Sr Mgr Visual Merchandising	DC1
Dir Perf Mkt Loyalty & Owned C	DC1
Mgr Merchandise	DC1
Mgr Store Design	DC1
VP Corporate Attorney	DC1
Sr Mgr Digital Content	DC1
VP Store Design & Construction	DC1
Purchasing Mgr SD&C	DC1
Mgr Production Sourcing	DC1
Merchant	DC1
Mgr, Planning Systems	DC1
Sr Mgr Technology Applications	DC1
Enterprise Architect	DC1
Mgr Merchandise	DC1
Sr Financial Analyst I	DC1
VP eCommerce	DC1
Mgr Payroll Operations	DC1
Mgr Technology Applications	DC1
Mgr Merchandise	DC1
Executive Assistant	DC1
Technical Designer	DC1
Production Assistant	DC1
Dir, Head of Prod & Sourcing	DC1
Mgr Production Sourcing	DC1
Mgr Production Sourcing	DC1
Sr Merchant	DC1
Sr Mgr Merch Opt & Analytics	DC1
Technical Designer	DC1
Mgr Supply Chain, eCom Fulfill	DC1

VP Controller	DC1
Mgr Production Sourcing	DC1
Production Coordinator	DC1
Assoc Merchant	DC1
Raw Materials Coordinator	DC1
Dir Finance	DC1
Planner	DC1
Dir Revenue Protection	DC1
Technical Consultant	DC1
Sr Operations Analyst	DC1
Technical Consultant	DC1
Sr. Digital Designer	DC1
VP, Central Planning	DC1
Mgr eCommerce Applications Dev	DC1
Asst Construction Proj Mgr	DC1
Online Merchant	DC1
Solutions Architect	DC1
Sr Operations Analyst	DC1
Technical Designer	DC1
Dir eComm Engineering	DC1
Cook II	DC1
Sr Mgr FP&A	DC1
Mgr Production Sourcing	DC1
Technical Designer	DC1
Store Planner	DC1
Dir Fin Planning & Analysis	DC1
Solutions Architect	DC1
Solutions Architect	DC1
Sr Planner	DC1
Technical Designer	DC1
Sr Systems Administrator	DC1
Planner	DC1
Sr Specialist Social Media	DC1
Merchant	DC1
Sr Software Developer eCom	DC1
Sr Merchant	DC1
Supv TSC	DC1
Mgr Internal Audit	DC1
Cafe General Manager	DC1
Sr Technical Designer, UpWest	DC1
Technical Designer	DC1
Sr Production Coord	DC1
Payroll Processor	DC1
Technical Designer	DC1
Planner	DC1
Sr Software Developer	DC1
Technical Designer	DC1

Asst Merchant	DC1
Mgr Content Strategy	DC1
Merchant	DC1
Assoc Merchant	DC1
Sr Planner	DC1
Associate Planner	DC1
Sr Creative Ops Specialist	DC1
Technical Consultant	DC1
Software Developer	DC1
Online Merchant	DC1
Sr Interaction (IxD) Designer	DC1
Mgr Merchandise	DC1
Associate Planner	DC1
Sr Mgr Marketing Creative	DC1
Technical Consultant	DC1
Mgr Digital Marketing	DC1
Dir Site Ops, UX & Dig Content	DC1
Fit Model	DC1
Technical Designer	DC1
Lead Technical Designer	DC1
Sr Tax Analyst I	DC1
Mgr Merchandise	DC1
Cook II	DC1
Merchant	DC1
SVP Creative	DC1
Dir Tax	DC1
Mgr, Interface Architecture	DC1
Sr Production Coord	DC1
Mgr Allocation	DC1
CRM Execution Manager	DC1
Mgr FP&A	DC1
Mgr Creative Operations	DC1
Sr Software Developer eCom	DC1
Assoc Merchant	DC1
Risk Manager	DC1
Asst Merchant	DC1
Mgr eComm Mobile App	DC1
Lead Technical Designer	DC1
Asst Merchant	DC1
Technical Consultant	DC1
Sr eComm Personalization Anlst	DC1
Security Engineer II	DC1
Lead Data Scientist	DC1
Store Planner	DC1
Dir Creative & Marketing Ops	DC1
Mgr Merch Optimization	DC1
Dir, Head of Design & Concept	DC1

Associate Planner	DC1
Mgr Allocation	DC1
Planner	DC1
Sr Production Coord	DC1
Sr Mgr Technology Applications	DC1
Merchant	DC1
Dir, Head of Brand & Mktg	DC1
Sr Developer Omni Channel	DC1
DevSecOps Architect	DC1
Marketing Ops Coord, UpWest	DC1
Merchant	DC1
Assistant General Counsel	DC1
Sr Specialist Marketing	DC1
Sr Marketing Ops Spec	DC1
Database Administrator	DC1
Mgr Technology Applications	DC1
Designer	DC1
Technical Consultant	DC1
Mgr Merchandise	DC1
Digital Marketing Lead	DC1
Planner	DC1
Creative Director	DC1
Tech Solutions Technical Lead	DC1
Sr Merch Dist & Supplies Spec	DC1
Chief Marketing Officer	DC1
Technical Designer	DC1
Mgr Organizational Development	DC1
Sr Technical Designer, UpWest	DC1
Sr Customer Mktg Specialist	DC1
Tech Solutions Technical Lead	DC1
Sr Product Dev. Coord.	DC1
Solutions Architect	DC1
Lead Cashier	DC1
Associate Software Developer	DC1
Technical Consultant	DC1
Mgr Cust Insights & Prog Anl	DC1
Mgr Digital Pricing & Promos	DC1
SVP Chief Merchant	DC1
SVP Production & Sourcing	DC1
Cafe Service Associate	DC1
Sr Web Content Specialist	DC1
Sr Project Manager Technical	DC1
Mgr Customer Engagement Ctr	DC1
Mgr Compensation	DC1
Sr Graphic Designer	DC1
VP HR Strategy, Ops & TR	DC1
Store Planner	DC1

Assoc Merchant	DC1
Mgr, Customer Insights Researc	DC1
Solutions Architect	DC1
Assoc Merchant	DC1
Sr Campaign Analyst Pln Exec	DC1
Sr Mgr Technology Applications	DC1
Sr Software Developer eCom	DC1
Mgr, Email and Mobile	DC1
VP Brand Marketing	DC1
Chief Technology Officer	DC1
Loyalty & Strategy Mgr	DC1
Dir Community Marketing	DC1
Dir Perf Mktg, Paid Media	DC1
Mobile & Email Marketing Speci	DC1
Sr Digital Content Specialist	DC1
Assoc Merchant	DC1
Executive Assistant	DC1
Dir TA & Associate Exp	DC1
Digital Pricing & Promos Anlst	DC1
Planner	DC1
Sr Software Developer	DC1
Mgr Community Marketing	DC1
Mgr Finance	DC1
Mgr Marketing Operations	DC1
Univ & Comm Engage Consultant	DC1
Sr Financial Analyst I	DC1
Cross Channel Marketing Spec	DC1
eComm Engineer	DC1
Associate Planner	DC1
Store Analyst	DC1
Mgr LP Technology	DC1
Dir Production & Sourcing	DC1
VP, eCommerce Technology	DC1
Sr Systems Engineer	DC1
Mgr Digital Marketing	DC1
Accountant II	DC1
Sr RFID Analyst	DC1
Mgr Quality Assurance	DC1
Mgr Tech Service Delivery	DC1
Asst Merchant	DC1
Dir Enterprise Architecture	DC1
Assoc Merchant	DC1
Sr Software Developer JAVA	DC1
Sr Planner	DC1
Optimization Analyst Ops	DC1
Asst Merchant	DC1
Mgr Construction Project Mgt	DC1

Marketing Ops Specialist	DC1
Asst Merchant	DC1
Sr Software Developer RMS	DC1
Asst Merchant	DC1
Sr Payroll Accountant	DC1
Tech Systems Administrator	DC1
Mgr Store Ops & Merch Dist	DC1
TSC Coordinator	DC1
Sr Copywriter	DC1
Merchant	DC1
Sr Software Developer JAVA	DC1
Digital Pricing & Promos Anlst	DC1
Assoc Technical Designer	DC1
Barista	DC1
Art Director, Brand	DC1
Production Assistant	DC1
Assoc Merchant	DC1
Sr Web Content Specialist	DC1
Asst Merchant	DC1
TSC Coordinator	DC1
Sr Production Coord	DC1
Associate Planner	DC1
Product Manager eCommerce	DC1
Sr Software Developer eCom	DC1
Total Quality Mgmt Coord	DC1
Financial Analyst II	DC1
Production Assistant	DC1
Solutions Architect	DC1
Associate Merchant	DC1
Sr Production Coord	DC1
Mgr Facilities Management	DC1
Sr Mgr Store Experience	DC1
Sr Merchant	DC1
Financial Analyst II	DC1
Content Strategy Specialist	DC1
Mgr Production Sourcing	DC1
Lead Customer Insights Analyst	DC1
Store Planner	DC1
Business Analyst	DC1
Instructional Designer Exp	DC1
Technical Consultant	DC1
Sr Manager Supply Chain	DC1
Production Coordinator	DC1
Production Coordinator	DC1
Store Planner	DC1
VP Merch Planning & Allocation	DC1
Sr Business Partner	DC1

Cook II	DC1
Software QA Analyst	DC1
Creative Ops Specialist	DC1
Production Coordinator	DC1
Sr Benefits Administrator	DC1
Dir Store Design, Ops & Visual	DC1
TSC Coordinator	DC1
Accountant II	DC1
Dir QA & PMO	DC1
Mgr DevSecOps	DC1
Mgr eComm UX & Prod Mgmt	DC1
Accountant II	DC1
Financial Analyst II	DC1
Financial Analyst II	DC1
Technical Consultant	DC1
Asst Merchant	DC1
Asst Merchant	DC1
Asst Merchant	DC1
Production Coordinator	DC1
Associate Planner	DC1
Talent Acquisition Consultant	DC1
Sr Production Coord	DC1
Mgr Talent Acquisition	DC1
Salesforce CRM Admin	DC1
Assoc Merchant	DC1
Accountant I	DC1
Project Manager Facilities	DC1
Mgr Assoc Service Center	DC1
Executive Assistant	DC1
Site Producer	DC1
Financial Analyst II	DC1
Sr Database Administrator	DC1
Software Developer	DC1
Mgr Production Sourcing	DC1
Financial Analyst II	DC1
Production Coordinator	DC1
Associate Mobile Engineer	DC1
Asst Merchant	DC1
Asst Merchant	DC1
Assoc Merchant	DC1
Assoc Merchant	DC1
Mgr Digital Marketing	DC1
Mgr Finance	DC1
Project Manager Operations	DC1
Sr Planner	DC1
Designer SD&C	DC1
Sr Production Coord	DC1

Mgr ESG	DC1
Workforce & Perf Mgmt Analyst	DC1
Visual Merch Coord Home Office	DC1
Sr Software Developer	DC1
Cook II	DC1
HR Services Representative	DC1
HR Services Representative	DC1
Sr Production Coord	DC1
Sr Database Administrator	DC1
Executive Assistant	DC1
Asst Merchant	DC1
Mgr Technology Operations	DC1
Mgr Finance	DC1
Asst Designer	DC1
HR Services Representative	DC1
Site Producer	DC1
Executive Assistant	DC1
Sr Data Engineer	DC1
Accountant I	DC1
Mgr Social Media	DC1
Treasury & Risk Mgmt Analyst	DC1
Sr Planner	DC1
HR Services Representative	DC1
Supply Chain Analyst	DC1
Supply Chain Analyst	DC1
Dir Technical Services	DC1
Asst Merchant	DC1
Sr Network Engineer	DC1
Sr Software Developer P&A	DC1
Assoc Technical Designer	DC1
Web Content Specialist	DC1
Benefits Administrator	DC1
TSC Coordinator	DC1
Sr Payroll Systems Analyst	DC1
Sr Customer Mktg Specialist	DC1
Associate Data Scientist	DC1
Sr Instructional Designer	DC1
Asst Merchant	DC1
Production Assistant	DC1
P&A Business Analyst	DC1
Store Analyst	DC1
CAD Designer	DC1
Creator, Social & Community	DC1
Asst Merchant	DC1
TSC Coordinator	DC1
Associate Planner	DC1
Store Analyst	DC1

Mgr Technology Technical Svcs	DC1
Web Content Specialist	DC1
Production Assistant	DC1
Accountant I	DC1
Mgr Comms & Retail Initiatives	DC1
Internal Auditor IT	DC1
Project Mgr Store Comms	DC1
Asst Designer	DC1
Store Analyst	DC1
Accountant I	DC1
Asst Merchant	DC1
VP Tech Application Delivery	DC1
Asst Merchant	DC1
Assoc Cybersec Anlst,DataPr&Cm	DC1
Asst Merchant	DC1
Accountant II	DC1
Mgr Inventory Control	DC1
Accountant I	DC1
Accountant I	DC1
Chief Executive Officer	DC1
Executive Business Partner	DC1
HR Services Representative	DC1
Dir Planning	DC1
TSC Coordinator	DC1
Accountant I	DC1
Talent Acquisition Sourcer	DC1
Accountant II	DC1
Executive Assistant to CEO	DC1
Lead Cashier	DC1
Sr Software Developer JAVA	DC1
EFO Sample Coordinator	DC1
Financial Analyst I	DC1
Payroll Auditor	DC1
Sr Desktop Analyst	DC1
Sr Accountant I	DC1
VP Stores	DC1
Asst Merchant	DC1
Financial Analyst I	DC1
Asst Merchant	DC1
Instructional Designer	DC1
TSC Coordinator	DC1
Production Assistant	DC1
Asst Merchant	DC1
Technical Product Manager	DC1
District Manager	DC1
District Manager	DC1
HR Advisor	DC1

District Manager	DC1
District Loss Prevention Mgr	DC1
Marketplace Coordinator	DC1
Store Planner	DC1
Sr Copywriter	DC1
Manager Employment Brand	DC1
Talent Acquisition Sourcer	DC1
District Manager	DC1
Digital Marketing Coordinator	DC1
Regional Director	DC1
Workload Automation Admin	DC1
District Manager	DC1
District Manager	DC1
Sr Systems Administrator	DC1
Sr Mgr Accting/Financial Rptin	DC1
Dir Corporate Communications	DC1
Associate Relations Consultant	DC1
Corporate Communications Spec	DC1
Dir Associate Relations	DC1
Performance Engineer	DC1
Perf Marketing Specialist	DC1
District Manager	DC1
Technical Product Manager	DC1
Dir HRIS	DC1
Sr Software Developer eCom	DC1
Mobile & Email Marketing Speci	DC1
District Manager	DC1
Associate Relations Consultant	DC1
District Manager	DC1
Mgr Area Loss Prev	DC1
Sr DevOps Engineer	DC1
HR Advisor	DC1
Dir Benefits	DC1
Dir Customer Care	DC1
Tax Analyst II	DC1
District Manager	DC1
Systems Engineer	DC1
Associate Relations Consultant	DC1
Sr Systems Administrator	DC1
HRIS Analyst	DC1
Mgr Copy	DC1
District Manager	DC1
Influencer Mktg Coordinator	DC1
Sr Web Content Specialist	DC1
Chief Legal Officer & Corp Sec	DC1
Associate Relations Consultant	DC1
District Manager	DC1

District Manager	DC1
District Manager	DC1
District Manager	DC1
Dir Customer Insights	DC1
Sr Software Developer	DC1
Sr. Digital Designer	DC1
Tax Analyst I	DC1
HRIS Analyst	DC1
District Manager	DC1
District Manager	DC1
Mgr Area Loss Prev	DC1
Dir Social Media & PR Strategy	DC1
Mgr eCommerce Analytics	DC1
Business Partner	DC1
Executive Business Partner	DC1
Mgr Supply Chain, eCom Fulfill	DC1
Regional Assistant	DC1
District Manager	DC1
Dir Loss Prevention	DC1
Mgr Area Loss Prev	DC1
District Manager	DC1
District Manager	DC1
Regional Director	DC1
District Manager	DC1
VP Store Merch and Visual	DC1
Executive Business Partner	DC1
Mgr Corp Social Responsibility	DC1
Talent Acquisition Consultant	DC1
Sr Workload Automation Anl	DC1
Mgr Area Loss Prev	DC1
Mgr Dig Capture and Retouching	DC1
Assoc Digital Merchant	DC1
District Manager	DC1
Sr Photo Retoucher	DC1
Sr Perf Marketing Specialist	DC1
Store Planner	DC1
VP Legal, Compliance & LP	DC1
Legal, Cmpl & Gov Analyst	DC1
Associate Relations Specialist	DC1
HR Advisor	DC1
Site Producer	DC1
TSC Coordinator	DC1
Compensation Analyst	DC1
Area Manager - UpWest	DC1
Corporate Counsel	DC1
Leadership Dev Consultant	DC1
District Manager	DC1

Mgr Area Loss Prev	DC1
HR Advisor	DC1
Talent Acquisition Consultant	DC1
District Manager	DC1
District Manager	DC1
Mgr Tax	DC1
Assoc Digital Designer	DC1
Associate Mobile Engineer	DC1
District Manager	DC1
Sr Manager Accounting	DC1
Real Estate Attorney	DC1
Sr Paid Dig Media Analyst	DC1
Technical Consultant	DC1
District Manager	DC1
Chief Human Resources Officer	DC1
Executive Business Partner	DC1
Mgr Tax	DC1
District Manager	DC1
District Manager	DC1
Regional Assistant	DC1
Associate Relations Specialist	DC1
Mgr Area Loss Prev	DC1
eComm Engineer	DC1
Sr Software Developer	DC1
Sr TA Consultant	DC1
Associate Relations Consultant	DC1
HRIS Analyst	DC1
District Manager	DC1
Talent Acquisition Consultant	DC1
Regional Director	DC1
District Manager	DC1
Software Developer	DC1
Compensation Consultant	DC1
Sr Network Engineer	DC1
P&A System Analyst	DC1
Senior Art Director	PHOTO
Creative Stylist	PHOTO
Creative Stylist	PHOTO
Art Director, Social & Comm	PHOTO
Creative Stylist	PHOTO
Art Director, Photo	PHOTO
Video Manager	PHOTO
Mgr, Creative Prod&Studio Ops	PHOTO
Art Director, Brand	PHOTO
Sr Digital Tech	PHOTO
Photo Studio Security	PHOTO
Sr Mgr Photography	PHOTO

Creative Stylist	PHOTO
Photographer	PHOTO
Creative Studio Ops Specialist	PHOTO
Sr Shoot Prod, PhotoStudio&Ops	PHOTO
Digital Asset Coordinator	PHOTO
Art Director, Videography	PHOTO
Video Editor	PHOTO
Creative Ops & Prod Specialist	PHOTO
Supv Creative Production	PHOTO