



AllianceData®

January 13, 2021

VIA EMAIL DELIVERY ONLY (rapdresp@jfs.ohio.gov)

Department of Job and Family Services
Dislocated Worker Unit (Rapid Response)
Office of Workforce Development
4020 East 5th Avenue
Columbus, Ohio 43219

Re: 60-Day Notice of Mass Layoff/Plant Shutdown Pursuant to Worker Adjustment and Retraining Notification Act

Dear Dislocated Worker Unit:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act (the “WARN Act”).

ADS Alliance Data Systems, Inc. (“Alliance Data”) on behalf of its parent, affiliates and subsidiaries is providing notice of a reduction in force (“RIF”) and site closure that will impact employees within your jurisdiction. The RIF is prompted by the closure of Alliance Data’s Credit Processing Center in Reynoldsburg, Ohio (“Reynoldsburg CPC”) and the outsourcing of the majority of the job functions performed there. Outsourcing the functions performed at the Reynoldsburg CPC supports Alliance Data’s broader business transformation efforts. Significantly more cardmembers are choosing to pay their bills online instead of by mail, resulting in high overhead costs for declining volumes of work in our CPCs. This change will allow Alliance Data to save on costs that will be invested into the business to enhance the digital customer experience. Impacted associates will be eligible for severance and outplacement benefits to assist in their transition.

We anticipate that reduction in force will begin on approximately July 16, 2021 and be concluded by approximately October 1, 2021. The Reynoldsburg CPC will be permanently closed on approximately October 31, 2021. Notice was provided to employees on January 13, 2021. The impacted employees are located at the following Alliance Data location:

Alliance Data Card Services
6939 Americana Parkway
Reynoldsburg, OH 43068

We anticipate that approximately 110 employees will be laid off. A listing of the job titles of the positions to be affected and the number of affected employees in each job classification is being maintained at Alliance Data’s headquarters and can be provided upon request.

The layoffs and closing of the Reynoldsburg CPC will be permanent, and no bumping rights exist with respect to the affected employees. However, the affected employees are free to reapply for vacant positions with Alliance Data in accordance with Alliance Data policy. None of the affected employees are represented by a union.

Should you have any questions, please contact Alliance Data’s Director, Human Resources identified below for further information:

DM215733.1A

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Director, Human Resources
Alliance Data
3075 Loyalty Circle
Columbus, OH 43219
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Email: erin.osborn@alliancedata.com

This notification is based on current information. However, given the closure and layoff will not happen for almost seven months, it is subject to change. If a material change occurs, Alliance Data will provide an update.

Sincerely,



Alisha LaRochelle Danchak
VP, Labor & Employment Counsel

cc: **Via U.S. Mail & Email (jrosenthal@ci.reynoldsburg.oh.us)**
Mayor Joe Begeny
Reynoldsburg Municipal Building
7232 E. Main Street.
Reynoldsburg, Ohio 43068