



**NEBRASKA
BOOK COMPANY**

4700 S 19th Street, Lincoln, NE 68512
800-869-0366
customerservice@nebook.com

**Nebraska Department of Labor
Reemployment Services
550 S. 16th Street
Lincoln, NE 68508**

Attn: Rapid Response Administrator

To Whom It May Concern:

Please consider this letter to be official notice from Nebraska Book Company, Inc. ("NBC") as required by 29 U.S.C. § 2102 Section 3(b)(1) of the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"). NBC plans to discontinue all of its operations at its facility located at 4700 S. 19th St. Lincoln, NE 68512 beginning on March 1, 2023. This action is expected to be permanent.

The closure shall commence on March 1, 2023 and continue through April, with the first wave of employee layoffs to take place on March 1, 2023. Thereafter, employee layoffs will occur weekly as we wind down various business operations.

As background for why NBC did not provide prior notice, please know that NBC is in a dire financial position. Management has spent the last several months feverishly looking for the additional capital investment NBC needs to maintain operations until next season. NBC had several potential options that management thought were viable and would have allowed NBC to avoid this situation, but the last one backed out a few days ago. Management believed that if it had sent this notice earlier, our vendors would have stopped doing business with NBC and potential sources of capital would have ceased discussions with NBC.

Enclosed is a listing of the job titles of the positions to be affected by this plant closing, as well as the number of affected employees within each job classification. NBC has provided notice to each of its affected employees.

There are no bumping rights at this location.

We hope to accomplish this plant closure with the least possible disruption to the lives of our employees and to the community. You may contact Human Resources at hr@nebook.com for further information.

Very truly yours,

Gary Shapiro
CEO

Position Title	# of Affected
Account Manager	2
Accountant	1
Accounting Manager	1
Accounts Receivable Clerk	1
Assistant Controller	1
Auditor	2
Book Buyer	94
Chief Executive Officer	1
Chief Financial Officer	1
Customer Success Representative	2
Data Analyst	1
Data Entry Clerk	1
Data Scientist	1
Database Engineer	1
Desktop Support	1
Director of Campus Store Design	1
Director of Corporate IT	1
Director, Acquisitions	1
Director, Customer Happiness	1
Director, Human Resources	1
Director, Operations	1
Director, Sales	1
Distribution Center Part Time	32
Distribution Center Team Member	19
EPEG & Reconciliation Manager	1
Facilities Maintenance Technician	2
Fixture Engineer	1
Guest Experience Coordinator	1
HR Operations Generalist	1
Human Resources Generalist	1
Interior Designer	1
Inventory Accounting Specialist	2
Inventory Accuracy Coordinator	3
Inventory Quality Coordinator	1
IT Operations Manager	1
K-12 Book Buyer	1
Lead AR and AP Clerk	1
Mainframe Analyst	1
Marketing Coordinator	1
Operations HRBP	1
Product Owner	1
Product Owner/User Experience Specialist	1
Project Data Entry Clerk	1
Purchasing and Marketing Material Coordinator	1
Quality Assurance Engineer	1
Regional Sales Manager	3

Rental Program Specialist	1
Senior Accountant	1
Senior Data Analyst	1
Senior Software Engineer	3
Senior Systems Engineer	1
Shift Lead	14
Shift Supervisor	5
Software Engineer	4
Software Engineer (.NET)	1
Software Engineer Manager	1
System Administrator	1
Textbook Sourcing Coordinator	1
TMM Analyst	1
Transportation Team Member	4
Transportation/Partner Program Manager	1
Vice President & Corporate Controller	1
Vice President, Business Intelligence	1
Vice President, Financial Planning & Analysis	1
Vice President, Human Resources and Operations	1
Vice President, Sales and Marketing	1