

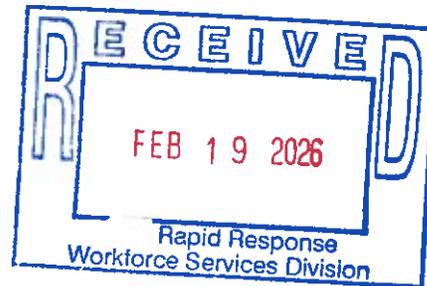


Margaret Braun, Esq.
Catalyst Brands Legal Department
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Plano, TX 75024
Phone: (972) 431-7585
margaret.braun@catalystbrands.com

February 18, 2026

VIA EMAIL & OVERNIGHT DELIVERY

Supervisor Pat Herrity
Fairfax County Board of Supervisors
6140 Rolling Road
Springfield, VA 22152
springfield@fairfaxcounty.gov



VIA EMAIL & OVERNIGHT DELIVERY

Malissa Short
Rapid Response Program Manager
2221 Edward Holland Drive, Suite 500
Richmond, VA 23230
Rapid-response@virginaworks.gov

Re: WARN Notice – JCPenney Store Closure Springfield Mall, VA

Dear Supervisor Herrity and Manager Short:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”), please be advised that Penney OpCo LLC (“JCPenney” or “the Company”) intends to permanently close JCPenney Store 1462, which is located at 6699 Springfield Mall, Springfield, VA 22150-1711 (“Store”). The entire Store will permanently close on or about **May 29, 2026**.

The Company employs approximately **74** associates at the Store. Since plans call for the permanent closing of the entire Store, all **74** associates will be affected. Pursuant to the Store’s closure, these associates will be laid off during the period starting **May 15, 2026**, and ending **May 29, 2026**. Pursuant to WARN, notices will be communicated to associates by mail and/or by hand to ensure all associates will receive at least 60 days’ advance notice prior to the date of their separation. A sample of the WARN notice to Store 1462 associates is attached as **Attachment 1** to this letter.

The associates who work in the Store are not represented by a union and do not have any bumping rights with respect to positions in other JCPenney locations. This means that associates have no contractual rights to assume positions that are already filled by other associates. The job titles and number of associates in each position who will be separated are shown in **Attachment 2** to this letter. JCPenney will ensure that all separated associates are paid all earned and accrued wages and benefits to which they are entitled through the date of

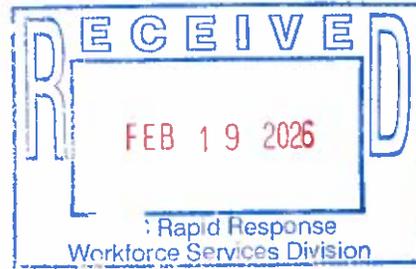
separation. On or before the effective date of each associate's separation, the Company will provide information concerning benefits and severance, if applicable, under separate cover letter to eligible associates.

Closing the Facility was a difficult decision, and one that was not made lightly. Any requests for additional information should be directed to Kristin Bowling, Senior Regional Human Resources Manager, via email at Kristin.Bowling1@catalystbrands.com or via telephone at 317-869-5402

Sincerely,
Penney OpCo LLC

Margaret Braun
Margaret Braun
Senior Counsel

Enclosures – Attachments 1 and 2



ATTACHMENT 1



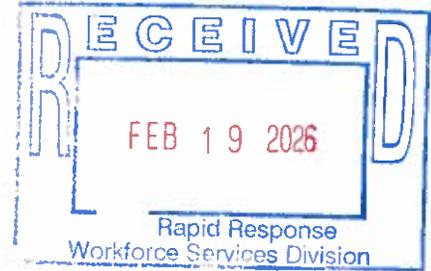
JCPenney
6501 Legacy Drive, Suite B-100
Plano, TX 75024

February 18, 2026

Via Hand Delivery & First-Class Mail

Re: **WARN Notice to JCPenney Store 1462 Associates**

Dear JCPenney Associate:



This letter is to follow up on our prior communications about the closure of the JCPenney Store 1462 Springfield, VA and to satisfy any possible obligations of Penney OpCo LLC (“JCPenney” or the “Company”) to provide notice pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”). The Company intends to permanently close Store 1462, which is located at 6699 Springfield Mall, Springfield, VA 22150-1711 (“Store”). The entire Store will permanently close on or about **May 29, 2026**.

Pursuant to the Store’s closure, your employment with the Company will end sometime within the period of **May 15, 2026, to May 29, 2026**. You are provided with this notice at least 60 days prior to the scheduled separation of your employment. We will advise you as soon as practicable in the event that your ongoing services are no longer required prior to the date of your separation.

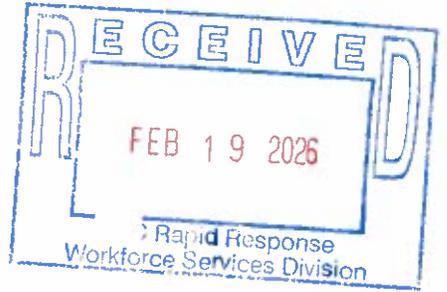
There are no other positions to which JCPenney associates who work at the Store have any “bumping rights,” which means you have no contractual right to assume positions that are already filled by other associates. Nevertheless, JCPenney leadership will look to determine what jobs, if any, might be available at other JCPenney locations. Rest assured that you will receive all wages for services performed up to your last day worked as well as any accrued but unpaid time off.

A variety of resources are available on the webpage maintained by the Virginia Employment Commission (“VEC”). See <https://www.vec.virginia.gov/services>. The VEC also maintains the Department of Workforce Development and Advancement (“Virginia Works”) which is an agency and network designed to connect job seekers with employers. See <https://www.virginiaworks.gov/im-a-job-seeker/>. The website also provides information about applying for unemployment benefits.

Closing the Store was a difficult decision. We thank you for the time and effort you have dedicated to JCPenney. If you have any questions or need further information, please feel free to contact Kristin Bowling, Senior Regional Human Resources Manager, via email at Kristin.Bowling1@catalystbrands.com or via telephone at 317-869-5402. We wish you well in your future endeavors and hope that brighter days lie ahead for you and your family.

Sincerely,

Penney OpCo LLC



ATTACHMENT 2

Job Title	Number of Affected Associates
Area Asset Protection Manager	1
Asset Protection Associate	1
Ast Mgr Merchandise	1
Beauty Consultant	4
Cashier	17
Customer Experience Supvr I	1
Designr	5
Fine Jewelry Supervisor COM	1
FJ Comm 3 percent	1
FJ Comm 4 percent	2
FJ Comm Entry 1 percent	1
General Manager	1
Home Furnish Comm 3.5 percent	1
Home Furnish Comm 4.5 percent	1
Inventory Accuracy Assistant	1
Master Designer I	2
Master Designr	4
Omni Associate	1
Operations Associate	8
Operations Supervisor	1
Sales Floor Assistant	3
Sales Floor Associate	9
Sales Floor Supervisor	3
Service Assoc - FJ Events Prof	2
Sr Designer	1
Temporary Ops Associate	1
Grand Total	74