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VIA MAILING PLATFORM

April 10, 2026

Malissa Short
Rapid Response Program Manager
Virginia Department of Workforce Development and Advancement
2221 Edward Holland Drive
Suite #500
Richmond, Virginia 23230
rapid-response@virginiaworks.gov

Re: *VOYANT BEAUTY – Virginia WARN Notice of Mass Layoff and Plant Closure of Roanoke, Virginia Facility*

Dear Malissa:

Pursuant to the Worker Adjustment and Retraining Notification Act (WARN), we regret to inform you that Voyant Beauty (the "Company") will permanently close its facility located at 4411 Plantation Road NE, Roanoke, Virginia 24012. This will result in a permanent cessation of employment of approximately ninety-four (95) employees.

There is no union representation at the facility.

Based on the best information now available, the Company will commence employment separations in phases. The first phase is on or around a fourteen-day window period beginning on June 30, 2026. Operations will begin to wind down, and the Company will begin to separate employees at this time. The second phase is on or around a fourteen-day window period beginning on August 31, 2026. The Company will permanently cease manufacturing operations in the Roanoke facility no later than August 31, 2026 with the intention of keeping it open and functioning in a different limited capacity. If there are any changes in these estimated release dates, we will notify you as soon as possible. WARN notices, if required, will be sent for each separation phase. Additionally, a list of the planned separation dates and number and of employees is included with this letter for your reference.

Bumping rights will not be available.

I have been designated as the Company's point-of-contact regarding this matter. If you need further information or clarification of the provisions in this letter, please reach out to me at marbella.duran@voyantbeauty.com or (708) 387 – 4971.

Sincerely,

A handwritten signature in cursive script that reads "Marbella Duran".