

GARDENERS SUPPLY COMPANY



July 24, 2025

Via Overnight Delivery

Kristina Senna – Georgia Selectboard Chair
Town of Georgia, Vermont
47 Town Common Road No. St. Albans
Georgia, VT 05478

Re: America's Gardening Resources, Inc.

Dear Chair Senna:

This is to advise you in accordance with the requirements of the federal Worker Adjustment and Retraining Notification Act and any similar state or local law, including the Vermont Notice of Potential Layoffs Act and the Vermont Notice of Potential Layoffs Act Rules (collectively, the "WARN Acts") that America's Gardening Resources, Inc. (the "Company"), and certain of its affiliates, recently made the difficult decision to file for Chapter 11 bankruptcy protection. The Company is in the process of evaluating its strategic options, including a sale as a going concern, a sale of certain assets and intellectual property, or a potential winddown of some or all of the business and a resulting limited or Company-wide reduction in force and job elimination of employees. To the extent that these layoffs and/or location closures constitute a covered event under the WARN Acts, this letter is intended to fulfill the requirements imposed under such laws, but by providing this information, the Company does not admit that such laws apply or that notice is required.

The following information is provided under the WARN Acts:

1. The employee terminations would affect employees at the locations listed on the attached **Exhibit A** and no other employment opportunities at other locations will be available. Based upon the best information available, the separations would occur on or within 14 days after August 1, 2025. At this time, we do not know whether terminations will ultimately be limited to certain locations and/or employees or if the Company will be closing entirely.

2. The timetable for closing/layoffs is based on the best information available, although it is subject to change as the Company continues to evaluate its options. These layoffs are expected to be permanent. Unfortunately, the Company was not able to provide earlier notice of these events as it reasonably and in good faith believed giving earlier notice would preclude the Company from securing capital or investment to avoid mass layoffs and plant closings and because the Company qualifies under the "faltering company" and "unforeseeable business circumstances"

128 Intervale Road, Burlington, Vermont 05401
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exceptions set forth in the WARN Acts. Further, the Company does not admit that such laws apply or that notice is required.

3. All of the Company's employees may be affected. The job titles of the positions to be affected and the number of affected employees in each classification at any site in Vermont that may trigger application of the WARN Acts are listed on the attached **Exhibit B**.

4. These employees are not entitled to exercise any bumping rights. None of the employees are represented by a labor union or any other collective bargaining representative.

5. You may contact Rebecca Gray, CEO & President, (802) 660-3527 for further information.

Very truly yours,



Rebecca Gray
CEO & President

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EXHIBIT A

America's Gardening Resources, Inc. – Listing of Locations

<u>Site Name</u>	<u>Address</u>
Headquarters/Administration	128 Intervale Rd., Burlington, VT 05401
Distribution Center (Gardenworks)	947 Route 7 South, Milton, VT 05468
SERAC (Manufacturing)	110 Bryce Blvd., Arrowhead Industrial Park, Georgia, VT 05454
Retail Stores	
Store-001	128 Intervale Rd., Burlington, VT 05401
Store-002	472 Marshall Ave., Williston, VT 05495
Store-006	2545 Shelburne Rd., Shelburne, VT 05482
Store-003	220 Mechanic St., Lebanon, NH 03766
Store-005	64 Breakfast Hill Rd., Greenland, NH 03840
Store-004	285 Russell St., Hadley, MA 01035

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EXHIBIT B - America's Gardening Resources, Inc. - Number and Positions Possibly Affected

Job	# of Positions
Accounts Payable Specialist	1
Accounts Receivable Coordinator/Accounts Payable Assistant	1
Assistant Controller	1
Business Analyst	1
Buyer Purchasing Assistant	1
Campus Gardener	1
CCC Customer Communications Lead	1
CCC Manager	1
CCC Operations Lead	1
CCC Scheduling Analyst	1
CCC Supervisor	1
CCC Workforce Planner/Reports Administrator	1
CEO & President	1
Chief Information Officer	1
Commercial Account Manager	1
Commercial Manager, Williston	1
Commercial Sales & Service Specialist	1
Controller	1
Copywriter	1
Customer Retention Manager	1
Customer Service Associate I, Shelburne	1
Customer Service Associate I, Williston	3
Customer Service Associate II, Burlington	3
Customer Service Associate II, Williston	2
Customer Service Associate, Williston	1
DC Wave Manager	1
Delivery & Installation Coordinator, Williston	1
Design Manager	1
Director of Enterprise Applications	1
Director of Marketing	1
Director of Product	1
Director of Retail	1
Divisional Merchandising Manager - Retail	1
Dropship Manager	1
Evening Fulfillment Supervisor	1
Evening Ship Alone Fulfillment Lead	1
Executive Assistant	1
Facilities Coordinator	1
flagship	1
Fulfillment Assistant	1
Fulfillment Day Shift Supervisor	1

Fulfillment Evening Lead	1
Fulfillment Lead	1
Fulfillment Seasonal	4
Fulfillment Seasonal	1
Fulfillment Specialist II	3
Garden Center Lead, Shelburne	1
General Manager of Product	1
General Manager, Williston	1
Greenhouse & Interiorscapes Specialist	1
Greenhouse and Annuals Lead, Williston	1
Hard Goods Receiving Specialist, Williston	1
Interactive Designer	1
Interiorscapes Specialist, Burlington	1
Inventory Control Lead, Williston	1
Inventory Planner	2
IT Business Analyst	1
Manufacturing and Distribution Director	1
Marketplace Manager	1
Mezzanine Lead/Backup MH II	1
MH Inventory Control Coordinator	1
MH Inventory Manager	1
MH Lead Coordinator	1
MH Material Handler II	2
MH Receiving Lead	1
Nursery & Perennial Assistant Buyer	1
Nursery & Perennials Lead, Williston	1
Nursery and Interiorscapes Lead, Burlington	1
Nursery Manager, Williston	1
Online Store Manager	1
Operations & Inventory Manager, Williston	1
Operations Associate I, Burlington	1
Operations Associate I, Williston	2
Operations Associate II, Burlington	1
Operations Associate II, Williston	4
Operations Lead Fleet, Facility and Property Williston	1
Operations Lead, Burlington	1
Operations Lead, Williston	1
Parts Specialist	1
Payroll & Benefits Specialist	1
Photo/Video Art Direction Lead	1
Product Coordinator	2
Product Engineering Manager	1
Retail Assistant Buyer	1
Retail Distribution Driver	1

Retail Marketing & Communications Specialist	1
Retail Operations Manager	1
Returns Processor	1
Sales & Service Specialist II	1
Sales & Service Specialist II PT	1
Sales & Service Specialist III	5
Sales & Service Specialist III PT	4
Sanitation & Fulfillment Specialist II	1
Seasonal Burlington Associate	8
Seasonal Product Assembly	2
Seasonal Williston Associate	59
Seasonal Williston Commercial Associate	5
Senior NetSuite Administrator	1
Senior Operations Lead	1
Senior Software Engineer, Enterprise Applications	2
Serac Administrative Assistant	1
Serac Production I	2
Serac Production II	1
SERAC Production Lead	1
Serac Senior Production	2
Shelburne Seasonal Associate	5
Ship Alone Lead	1
Ship Alone Seasonal	1
Ship Alone Specialist II FT	1
Social Marketing Specialist	1
Software Engineer, Enterprise Applications	1
Sr. Customer Communications Lead	1
Store Manager, Burlington	1
Technical Services Team Manager	1
Truck Loader	1
Weekend Fulfillment Supervisor	1
Wholesale Lead, Williston	1