

## Frequently Asked Questions for U.S. Designer Brands Associates

**[Updated July 7, 2020]**

*Please familiarize yourself with these frequently asked questions. If you have additional questions not answered in this document, please email your division's help mailbox as listed in last question.*

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### Unpaid Leave of Absence

#### **Q: Why are we placing associates on temporary unpaid leave of absence?**

A: Currently we have two key priorities that are driving everything we do: maintaining the safety of our associates and customers and protecting the health and future of our business. While this is a very painful action to have to take, it is aimed at preserving the future health of Designer Brands. Our plan is to emerge from this as a stronger enterprise as we focus on running our business responsibly and sustainably.

#### **Q: What does “temporary unpaid leave of absence” mean?**

A: During this time, an associate does not report to work or collect wages, or PTO, unless otherwise required by law. They are not permitted to work during this time. However, the associate does retain their job and other benefits. This type of leave typically occurs during crises and ends, when associates either return to work or are permanently displaced.

#### **Q: How many associates will be affected by the temporary unpaid leave of absence and when will it be effective?**

A: Approximately 80% of our associates will be put on temporary unpaid leave of absence beginning Sunday, March 29, 2020.

#### **Q: How did you decide which jobs would be impacted?**

A: This decision was made based upon a thorough review of our operations and what was deemed necessary to run the current state of the business. In most cases roles that are not providing this

necessary business support have been placed on temporary unpaid leave of absence. As communicated today, functions deemed necessary may change in the future, depending on business needs.

**Q: Am I required to return to work after the temporary leave of absence ends?**

A: You do not have an obligation to return to work. If you decide to resign from your position, please notify a member of management or human resources in writing. If you terminate your employment, your benefits will cease at that time. Your HR representative will be able to provide you more detail upon your resignation.

**Q: [Updated 7/2/20] Now that states are lifting stay-at-home orders, when does DBI anticipate that furloughed associates will be brought back?**

A: We have begun to recall some associates from furlough as our retail locations begin to re-open across the country. We continue to carefully monitor the progress of these re-opened locations and will make future determinations about recalling support staff as appropriate.

**Q: Is my job guaranteed to be available to me when the temporary unpaid leave of absence ends?**

A: We will try to place you into the same or an equivalent position upon your return to work, but we cannot promise that will occur. Please be aware that we are unable to predict the ways in which our business may be impacted by this public health crisis, which may result in some positions being changed or eliminated. Again, we will communicate to associates when we reach the point of asking associates to return to work.

**Q: Can I secure employment elsewhere while on temporary unpaid leave of absence with DBI?**

A: Yes. If you obtain other employment, please notify the company via [associatecommunications@dswinc.com](mailto:associatecommunications@dswinc.com) so that we may manage your situation appropriately.

**Q: [Updated 7/2/20] What resources will DBI make available to associates who have been placed on temporary unpaid leave of absence?**

A: There are a variety of resources that will be made available to these associates, including assistance from the Two Ten Foundation (for footwear industry workers), Designer Brands' Employee Assistance Program (EAP), help locating community resources through Be Strong, and mental well-being apps Daylight (stress/anxiety) and Sleepio. More information is available at [designerbrands.com/associateinfo](https://designerbrands.com/associateinfo) - in the

Health & Benefits section at bottom.

**Q: [Updated 7/2/20] If I am not on temporary unpaid leave of absence, how will my compensation be affected?**

A: Effective Sunday, March 29, 2020, all remaining non-store, non-distribution center associates in exempt (salaried) positions, including executive leadership, had salaries reduced based on their role: VP and above by 20%, Director and Sr. Director by 15%, Manager and Sr. Manager by 10% and individual contributors by 5%. Effective June 21, full wages for associates at the Sr. Director and below have been restored.

**Q: [Updated 7/2/20] In addition to placing associates on unpaid leave of absence, what else is the company doing to cut costs and reduce expenses during this time?**

A: After further consideration of the challenges currently facing our business, we have decided to delay merit increases for all associates. While hiring and promotions were frozen in March, as of June we are beginning to hire for and promote to key roles as business needs require.

**Q: If I am being placed on a temporary unpaid leave of absence, will I be expected to perform any work?**

A: No. In fact, associates who are on a temporary unpaid leave of absence are not permitted to do any work (including, making business phone calls, checking voicemail, reading/writing/deleting emails, drafting documents, stopping by the business to “check on things” or engaging in business-related communication with other associates who may or may not be on leave). While we appreciate that some of you will want to keep abreast of what is happening in your department, in order that the Company complies with Federal and State laws, you may not perform any work while on leave.

### **Associate Communication**

**Q: How will the company communicate with associates who have been placed on temporary unpaid leave of absence during this period?**

A: Any associates placed on temporary unpaid leave of absence will be contacted by a member of management or human resources by phone when the leave period is over. Associates can also watch for updated versions of this document and other information at [designerbrands.com/associateinfo](https://designerbrands.com/associateinfo).

**Q: [Updated 3/30/20] Will associates have access to company systems (email, etc.) during temporary unpaid leave of absence?**

A: No. All access to company systems was suspended at 5:00 p.m. EST on Saturday, March 28, 2020, for associates placed on temporary unpaid leave during this time. **This means company laptops will not unlock and so cannot be used during this time (system access restriction includes all Office 365 programs, all file access and internet browsers). Unfortunately, system access cannot be restored to access personal files stored on company machines. Please note that personal files should not be stored on company computers per the company's technology use policy.** During your leave, please keep any company property you currently have with you outside of the office. If you resign or transition to a terminated status your HR partner will arrange to collect your company property. Associates can still access [designerbrands.com/associateinfo](https://designerbrands.com/associateinfo).

**Q: Will associates have access to FrontDoor to get to systems like benefits sites?**

A: No, associates who have been placed on temporary unpaid leave of absence will not be able to access FrontDoor. To access benefits information visit [dswbenefits.com](https://dswbenefits.com). You can also access all contact information by visiting and bookmarking [mymobilewalletcard.com/dbi](https://mymobilewalletcard.com/dbi).

**Q: Should associates who have been placed on temporary unpaid leave of absence set an out of office message on their email?**

A: Impacted associates do not have to set an auto-reply on their email when they go on leave. Email accounts will be temporarily suspended, and an automatically generated reply will be implemented with a default message. However, our technology team will take note of any messages that have been pre-set by users, confirm with department leadership as appropriate, and not override.

**Q: [Updated 7/2/20] How do I update my personal email in the ADP pay system to ensure the company can reach me with important information?**

A: Visit [my.adp.com](https://my.adp.com). If you are registering for the first time, please use registration code: DSWI-SHOEPAY.

**Q: [Updated 7/2/20] When does DBI anticipate the temporary unpaid leave of absence will be over?**

A: As states begin the process of lifting stay-at-home orders, we're preparing to reopen our retail stores in the U.S. and Canada. As of the end of June, nearly all stores in the U.S. and Canada have reopened. We have also reopened our Columbus home office for limited amounts of staff not to exceed 30% capacity and are developing more flexible work from home policies for the long-term. We're developing plans for the re-opening of offices in other states as well. As stores reopen, we are evaluating the work that needs to re-start in our stores and our offices, and are beginning to bring associates back from furlough to support those processes. Your manager will reach out to you directly once we have more information about your individual store and/or role.

**Q: I want to get personal belongings from my workspace. How and when can I do that?**

A: Currently, we are asking associates not to enter workspaces unless necessary and permission is given by your leader. Your leader will communicate a process for when it will be possible to collect personal belongings.

## **Associate Pay & Benefits**

**Q: [New 4/6/20] Is the Tuition Reimbursement Program still active?**

A: The Designer Brands Tuition Reimbursement program is now on hold effective immediately for associates requesting to utilize the program for the *first time* on or after 4/6/20. Designer Brands will still honor pre-approved requests (including future classes in pre-approved degree programs) for reimbursement. Affected associates will be notified individually via email. Any future first time requests from 4/6/20 and beyond will not be accepted until the program resumes. We will notify associates as soon as we can once the program resumes. For more questions about the Tuition Reimbursement program email [benefits@hr.designerbrands.com](mailto:benefits@hr.designerbrands.com). You may still utilize the partnership with Bellevue University. Learn more at [dbi.corporatelearning.com](http://dbi.corporatelearning.com).

**Q: [New 5/6/20] How has the Bellevue University Partnership been impacted?**

If you are currently enrolled in Bellevue and participating in a degree program approved by Designer Brands Benefits before 4/6/20, you will not experience any changes and will still be eligible for any applicable DBI Tuition assistance. New students at Bellevue (full-time associates, part-time associates,

and family members) are still eligible for savings on tuition at the university. Please contact Bellevue at [dbi.corporatelearning.com](http://dbi.corporatelearning.com) to learn more about your options.

**Q: [New 7/2/20] When is the paid parental leave program coming back?**

A: The paid parental leave program will return on August 3<sup>rd</sup>, 2020. The first date associates can begin taking paid parental leave is August 3, 2020. Associates can file for a leave with Matrix ahead of time beginning on July 6<sup>th</sup>, 2020. To file your leave, call Matrix at 888.477.5110 or file online at [matrixabsence.com](http://matrixabsence.com). All associates have one year from the date of childbirth/adoption or until July 1, 2021, whichever comes later, to use the 4 weeks of paid parental leave. If you have specific questions about your situation, please contact the Benefits team at [benefits@hr.designerbrands.com](mailto:benefits@hr.designerbrands.com).

**Q: [New 7/2/20] What happens if the one-year timeframe from my childbirth/adoption passed while the program was on hold and I had paid parental leave left?**

A: You can still use your remaining paid parental leave! You now have until July 1, 2021 to use any remaining paid parental leave. In general, all associates have one year from the date of childbirth/adoption or until July 1, 2021, whichever comes later, to use your paid parental leave.

- **Example 1:** Your baby was born on July 1, 2019. 2 weeks of paid parental leave was used in 2019, and 2 weeks were remaining to use before July 1, 2020. While the paid parental leave program was on hold, on July 1, 2020 your baby's first birthday has passed. With the program resuming, you now have until July 1, 2021 to use up your remaining 2 weeks of paid parental leave.
- **Example 2:** You are adopting a child on August 1, 2020. As one year after the adoption (August 1, 2021) is greater than the catch-up deadline (July 1, 2021), you have until one year after the adoption date (August 1, 2021) to use your paid parental leave.

**Q: [Updated 3/30/20] Will I qualify for unemployment while on temporary unpaid leave?**

A: This is up to state law and the agency in your jurisdiction. However, Designer Brands will not contest unemployment claims for those placed on temporary unpaid leave. You may qualify for unemployment benefits, and we encourage you to apply so you can obtain any unemployment compensation that you are entitled to.

- See the chart on final pages of this FAQ for your state’s unemployment filing website.
  - **Ohio Associates:** Refer to the [Designer Brands Mass Layoff Form](#) (code # included).
  - **Georgia Associates:** Georgia unemployment law requires Designer Brands to file an unemployment claim on your behalf during this crisis if your work hours have been eliminated or reduced in response to current business conditions. We will file those claims beginning on Monday, April 6<sup>th</sup> for the week of Sunday, March 29<sup>th</sup> - Saturday, April 4<sup>th</sup>, and will file them on a weekly basis going forward. While you are not required to file your claim, you should learn more here: <https://dol.georgia.gov/gdol-covid-19-information> about setting up your unemployment account.
  - **All Other Associates:** Please refer to the chart at the end of this FAQ for state filing websites, and additional details.

**Q: I live in one state and work in another, where should I file unemployment?**

A: Associates should file for unemployment in the state where they work.

**Q: I need help verifying my employment, where do I get that information?**

The Work Number from Equifax is a fast and secure way to provide proof of your employment or income— a necessary step in many of today’s life events including obtaining credit, financing a home or automobile, obtaining a housing lease or securing government benefits or services. The Work Number simplifies the verification process and accelerates qualifying decisions through an online system available to verifiers 24 hours a day, 7 days a week. Please note, The Work Number will not reflect your leave status for a period of time. We will update this FAQ when it has been officially updated. **Getting Started:**

- Visit [theworknumber.com](http://theworknumber.com) > click the “I’m an Employee” tab
- Enter code 14169 or Designer Brands Inc. (use the “Find Employer Name” look-up feature)
- Enter your Social Security Number (SSN)
- Enter your PIN (Default is Last 4 of SSN + 4-year date of birth)

Note – If this is your first time accessing The Work Number, you will be guided through some additional, simple account setup steps. Our site protects your data privacy using a secure, Risk Based Authentication system similar to many banking and financial services sites.

**Q: [Updated 5/6/20] Will my benefits continue when I am on temporary unpaid leave?**

A: Yes, if you are currently enrolled in Designer Brands benefits, most benefits continue without interruption during temporary unpaid leave of absence. If you are enrolled in a Designer Brands medical and/or dental plan, you will not be required to repay your portion of premiums during this leave period. Watch for emails in your personal email from the Designer Brands Benefits Team for details ([benefits@hr.designerbrands.com](mailto:benefits@hr.designerbrands.com)).

**Q: [Updated 7/2/20] Can I cancel my benefits while on temporary unpaid leave?**

A: It depends. Contact the Designer Brands Benefits Team for more details and to request any changes as noted below at [benefits@hr.designerbrands.com](mailto:benefits@hr.designerbrands.com).

- **Medical & Dental Insurance** – you must experience a qualifying event allowing you to join another plan (i.e. become eligible for another plan for the first time, Medicaid/Medicare eligibility, marriage, etc.).



- **Dependent Care FSA** – If you’ve had a change in your childcare needs, you can change your election (increase, decrease or cancel).
- **Healthcare FSA** – At this time, you can decrease or cancel your healthcare FSA without a life event. If you are looking to increase your healthcare FSA election, a life event (childbirth, marriage, gain of other coverage etc.) would be required.
- **Long-Term Disability, Life Insurance, Critical Illness, Hospital Indemnity, & Accident Insurance** – For these post-tax benefits, you may cancel your coverage. However, if you wish to enroll again in the future, you may be required to submit evidence of good health (EOI) prior to being approved to re-enroll.
- **Commuter** – While you are on unpaid leave, you will not be eligible for Commuter benefits. You will need to re-enroll when you return to work. If you have questions about your existing commuter card, please call ConnectYourCare at 1.844.330.8219.

**Q: What happens to my 401(k) while I am on temporary unpaid leave?**

A: Your 401(k) will continue to be available, but employer match contributions will not be made during the unpaid leave period. While on unpaid leave, you are *not* allowed to rollover your account to a personal IRA or other 401(k). To learn more about the impact to existing 401(k) loans, requests for hardship withdrawals, or to view your investment elections, please visit [401k.com](http://401k.com).

**Q: [Updated 5/6/20] I have a 401(k) loan, what happens to my payments while I’m on unpaid leave?**

A: Your payments will be suspended while you are on unpaid leave. This will not put your loan at risk of default for a period of time while on unpaid leave. To learn more about the impact to existing 401(k) loans, requests for hardship withdrawals, or to view your investment elections, please visit [401k.com](http://401k.com) or call Fidelity directly at 800.835.5097.

**Q: [New 5/6/20] I have a 401(k) loan, and am continuing to work, but am experiencing a financial hardship due to COVID-19. What options do I have?**

A: You have the option to pause your loan now through December 31, 2020 due to recent legislative changes. To learn more about the impact to existing 401(k) loans, requests for hardship withdrawals, or to view your investment elections, please visit [401k.com](http://401k.com) or call Fidelity directly at 800.835.5097.

**Q: Will the temporary unpaid leave of absence impact my years of service?**

A: No. Years of service will remain intact.

**Q: Can I use accrued PTO? Will PTO accrue during my temporary unpaid leave?**

A: Use of PTO will not be available. There are some locations where this will vary depending on local legal requirements. The associates in those locations will be separately notified of their ability to use any PTO during leave.

**Q: [Updated 5/6/20] Will health insurance premiums be adjusted during this time or will they remain at the same cost?**

A: If you are enrolled in a Designer Brands medical and/or dental plan and are currently or were previously on furlough, you'll be forgiven your portion of those premiums paid during your time away. We had previously communicated that those premiums would need to be repaid upon return to the business, but we understand the hardship created by this furlough. We want to ensure that your health and your family's health is protected. Other benefits such as long-term disability, supplemental life insurance, healthcare flexible spending account (FSA), accident, critical illness, and hospital indemnity will continue to go into arrears. When you return to an active status these premiums in arrears will be deducted from future paychecks to catch you up on missed payments. Watch for emails in your personal email from the Designer Brands Benefits Team for details ([benefits@hr.designerbrands.com](mailto:benefits@hr.designerbrands.com)).

**Q: If I'm a full-time hourly associate still continuing to work, but my hours have been reduced, will my benefits be impacted?**

A: No, they will remain intact.

**Q: [Updated 5/6/20] How do I pay for my benefits while I am on temporary unpaid leave of absence?**

A: If you are enrolled in a Designer Brands medical and/or dental plan and are currently or were previously on furlough, you'll be forgiven your portion of those premiums owed during your time away. We had previously communicated that those premiums would need to be repaid upon return to the business, but we understand the hardship created by this furlough. We want to ensure that your health and your family's health is protected. Other benefits such as long-term disability, supplemental life insurance, healthcare flexible spending account (FSA), accident, critical illness, and hospital indemnity will continue to go into arrears. When you return to an active status these premiums in arrears will be deducted from future paychecks to catch you up on missed payments. Watch for emails in your personal

email from the Designer Brands Benefits Team for details ([benefits@hr.designerbrands.com](mailto:benefits@hr.designerbrands.com)).

**Q: How do I adjust my 401(k) contributions, United Way contributions, and other payroll deductions?**

A: To update your 401(k) contributions, please visit [401k.com](http://401k.com). To update your United Way contributions, please email [payroll@dswinc.com](mailto:payroll@dswinc.com) and include your name and employee ID. To update all other payroll deductions, please email [benefits@hr.designerbrands.com](mailto:benefits@hr.designerbrands.com).

**Q: Am I eligible for additional benefits if I'm diagnosed with COVID-19 or otherwise become medically disabled (i.e. have a baby) while on temporary unpaid leave?**

A. It depends. If you are a full-time associate, you should file for medical disability with Matrix by calling 1.888.477.5110 or visit [matrixabsence.com](http://matrixabsence.com) to get started.

**Q: Am I eligible for additional benefits if I'm diagnosed with COVID-19 (or caring for a family member who has been diagnosed) while on temporary unpaid leave?**

A. If you live in California, New Jersey, New York, Rhode Island, or Washington, you may qualify for state specific paid disability or family leave benefits.

- California Residents: Visit [edd.ca.gov](http://edd.ca.gov)
- Rhode Island Residents: Visit [dlt.ri.gov](http://dlt.ri.gov)
- New Jersey, New York and Washington Residents: Call 1.888.477.5110 or visit [matrixabsence.com](http://matrixabsence.com) for more information.

**Q: If I am placed on temporary unpaid leave, will I receive emergency pay?**

A: Corporate office associates including DBI, Camuto, Sole Society, and DBC are ineligible for emergency pay. Store associates have been paid out two weeks' emergency pay at this time.

**Q: I have questions about my garnishment, lien or child support order. Who do I contact?**

A: Email [payroll@dswinc.com](mailto:payroll@dswinc.com), and include your name and employee ID. Please be advised we are required to continue all garnishments as required by law until such time as documentation is provided by the issuing authority advising a change to the deduction.

**Q: If I am placed on temporary unpaid leave, can I still use my associate discount?**

A: Yes, you can still use your associate discount.



## **Future Actions**

**Q: Do you anticipate more associates will need to be placed on temporary unpaid leave of absence or even laid off in the future as the COVID-19 virus continues to impact businesses around the globe?**

A: We are constantly monitoring this situation and following the guidance of the Centers for Disease Control and Prevention (CDC), World Health Organization (WHO), as well as local and federal government and public health agencies, to quickly adapt and make decisions. At this point, we do not anticipate any additional unpaid leaves or even layoffs, but unfortunately, both are possible in the future.

**Q: How can associates ask questions or get information regarding temporary unpaid leave of absence?**

A: For questions or concerns not addressed in these FAQs, associates can submit by email as follows:

- U.S.-based DBI/DSW associates: [associatecommunications@dswinc.com](mailto:associatecommunications@dswinc.com)
- Camuto Group: [camutoHR@camutogroup.com](mailto:camutoHR@camutogroup.com)
- Canada: [DBCHR@townshoes.com](mailto:DBCHR@townshoes.com)



## Unemployment Filing Websites – By State

### Please Note:

- You may begin filing for unemployment on the first day you are on unpaid leave – March 29, 2020.
- When asked for a work address, use the address of your work location. If you work from home, please enter the address of the applicable office below.
- [Updated: 3/30/20] On Saturday, March 28<sup>th</sup>, you were sent a notice titled “Notice of Temp Unpaid Leave Status/Unemployment Info” to your personal email address on file in ADP, which provided you with the Federal ID number and company name you are paid by to assist you with filing for unemployment. Below is a reference, but may not be an exact match of information in assisting with filing your claim. If you have specific questions, please contact [associatecommunications@dswinc.com](mailto:associatecommunications@dswinc.com). Remember, we are unable to provide specific guidance on your eligibility for unemployment.

### Company Name/Address:

- Designer Brands, Inc.
  - Designer Brands IT Associates – FEIN: 01-0879357
  - Digital/.Com Associates – FEIN: 01-0879359
  - All other DBI/DSW Home Office Associate – FEIN: 31-0746639
  - Columbus Campus or Remote Worker – 810 DSW Drive, Columbus, OH 43219
- DSW Stores – Use DSW Shoe Warehouse as the employer (FEIN: 43-0587630)
  - Enter the address of the store in which you work.
- Camuto Group – Use VCS Group LLC as the employer (FEIN: 04-3707469):
  - Connecticut Office or Remote Worker – 411 West Putnam Avenue #210, Greenwich, CT 06830
  - New York Design Studio – 1407 Broadway, New York, NY 10018
  - New York Footwear Showroom – 3170 Avenue of the Americas, New York, NY 10019
  - Florida Office – 3451 S Bay Drive, Bonita Springs, FL 34134
- Sole Society Inc (FEIN: 47-3919273):
  - California Office or Remote Worker – 11248 Playa Ct, Suite B, Culver City, CA 90230

**Alabama** – <https://labor.alabama.gov/uc/ICCS/default.aspx>

**Arizona** – <https://des.az.gov/services/employment/unemployment-individual/apply-ui-benefits>

**Arkansas** – <https://www.dws.arkansas.gov/unemployment/>

**California** – [https://www.edd.ca.gov/Unemployment/Filing\\_a\\_Claim.htm](https://www.edd.ca.gov/Unemployment/Filing_a_Claim.htm)

**Colorado** – <https://www.colorado.gov/pacific/cdle/file-claim>

**Connecticut** – <http://www.ctdol.state.ct.us/UI-OnLine/index.htm>

- Camuto (use company name: VCS Group LLC) – Employer DOL registration #: 94-364-69
- DSW Stores (use company name: DSW Shoe Warehouse, Inc.) – Employer DOL registration #: 94-515-84

**Delaware** – [https://uics.delawareworks.com/Forms/Form\\_WL1](https://uics.delawareworks.com/Forms/Form_WL1)



<b>DC</b> – <a href="https://does.dc.gov/page/ui-benefits-claimants">https://does.dc.gov/page/ui-benefits-claimants</a>
<b>Florida</b> – <a href="http://floridajobs.org/Reemployment-Assistance-Service-Center/reemployment-assistance/claimants/apply-for-benefits">http://floridajobs.org/Reemployment-Assistance-Service-Center/reemployment-assistance/claimants/apply-for-benefits</a>
<b>Georgia</b> – <a href="https://dol.georgia.gov/unemployment-benefits">https://dol.georgia.gov/unemployment-benefits</a> <ul style="list-style-type: none"> <li>• [Updated: 3/30/20] Georgia unemployment law requires Designer Brands to file an unemployment claim on your behalf during this crisis if your work hours have been eliminated or reduced in response to current business conditions. We will file those claims beginning on Monday, April 6<sup>th</sup> for the week of Sunday, March 29<sup>th</sup> - Saturday, April 4<sup>th</sup>, and will file them on a weekly basis going forward.</li> <li>• While you are not required to file your claim, you should learn more here: <a href="https://dol.georgia.gov/gdol-covid-19-information">https://dol.georgia.gov/gdol-covid-19-information</a> about setting up your unemployment account.</li> </ul>
<b>Idaho</b> – <a href="https://www2.labor.idaho.gov/ClaimantPortal/Login">https://www2.labor.idaho.gov/ClaimantPortal/Login</a>
<b>Illinois</b> – <a href="https://www2.illinois.gov/ides/individuals/UnemploymentInsurance/Pages/default.aspx">https://www2.illinois.gov/ides/individuals/UnemploymentInsurance/Pages/default.aspx</a>
<b>Indiana</b> – <a href="https://www.in.gov/dwd/2362.htm">https://www.in.gov/dwd/2362.htm</a>
<b>Iowa</b> – <a href="https://www.iowaworkforcedevelopment.gov/file-claim-unemployment-insurance-benefits">https://www.iowaworkforcedevelopment.gov/file-claim-unemployment-insurance-benefits</a>
<b>Kansas</b> – <a href="https://www.getkansasbenefits.gov/BenefitsStartMenu.aspx">https://www.getkansasbenefits.gov/BenefitsStartMenu.aspx</a> <ul style="list-style-type: none"> <li>– A mass layoff notification was sent to the state and included all individual associates who were impacted to expedite the claims process. No additional identifying information was provided. Please follow the state’s filing instructions.</li> </ul>
<b>Kentucky</b> – <a href="https://uiclaims.des.ky.gov/ebenefit/eben.htm">https://uiclaims.des.ky.gov/ebenefit/eben.htm</a>
<b>Louisiana</b> – <a href="http://www.laworks.net/UnemploymentInsurance/UI_Claimants.asp">http://www.laworks.net/UnemploymentInsurance/UI_Claimants.asp</a>
<b>Maine</b> – <a href="https://www.maine.gov/unemployment/claimants/">https://www.maine.gov/unemployment/claimants/</a>
<b>Maryland</b> – <a href="http://www.dllr.state.md.us/employment/uibenefits.shtml">http://www.dllr.state.md.us/employment/uibenefits.shtml</a>
<b>Massachusetts</b> – <a href="https://www.mass.gov/how-to/apply-for-unemployment-benefits">https://www.mass.gov/how-to/apply-for-unemployment-benefits</a>
<b>Michigan</b> – <a href="https://www.michigan.gov/leo/0,5863,7-336-78421_97241_89980---,00.html">https://www.michigan.gov/leo/0,5863,7-336-78421_97241_89980---,00.html</a>
<b>Minnesota</b> – <a href="https://uimn.org/applicants/">https://uimn.org/applicants/</a>
<b>Mississippi</b> – <a href="https://mdes.ms.gov/information-center/about-mdes/online-services/">https://mdes.ms.gov/information-center/about-mdes/online-services/</a>
<b>Missouri</b> – <a href="https://uinteract.labor.mo.gov/benefits/home.do">https://uinteract.labor.mo.gov/benefits/home.do</a> <ul style="list-style-type: none"> <li>– A mass layoff notification was sent to the state and included all individual associates who were impacted to expedite the claims process. Please click here to learn more: <a href="https://designerbrands.com/media/1356/mo_unemployment-insurance-claims.pdf">https://designerbrands.com/media/1356/mo_unemployment-insurance-claims.pdf</a></li> </ul>
<b>Montana</b> – <a href="https://montanaworks.gov/">https://montanaworks.gov/</a>
<b>Nebraska</b> – <a href="https://networks.nebraska.gov/vosnet/Default.aspx">https://networks.nebraska.gov/vosnet/Default.aspx</a>
<b>Nevada</b> – <a href="http://ui.nv.gov/css.html">http://ui.nv.gov/css.html</a>

# DESIGNER BRANDS



<b>New Hampshire</b> – <a href="https://wfc.nhes.nh.gov/auth/sso/login;jsessionid=75279275565F4EB9C3380168315C2CCF?execution=e1s1">https://wfc.nhes.nh.gov/auth/sso/login;jsessionid=75279275565F4EB9C3380168315C2CCF?execution=e1s1</a>
<b>New Jersey</b> – <a href="https://myunemployment.nj.gov/labor/myunemployment/before/about/index.shtml">https://myunemployment.nj.gov/labor/myunemployment/before/about/index.shtml</a>
<b>New Mexico</b> – <a href="https://www.dws.state.nm.us/en-us/Job-Seekers">https://www.dws.state.nm.us/en-us/Job-Seekers</a>
<b>New York</b> – <a href="https://www.labor.ny.gov/ui/how-to-file-claim.shtml">https://www.labor.ny.gov/ui/how-to-file-claim.shtml</a>
<b>North Carolina</b> – <a href="https://des.nc.gov/apply-unemployment/">https://des.nc.gov/apply-unemployment/</a>
<b>North Dakota</b> – <a href="https://apps.nd.gov/jsnd/uiiaclaims/login.htm">https://apps.nd.gov/jsnd/uiiaclaims/login.htm</a>
<b>Ohio</b> – <a href="http://jfs.ohio.gov/ouio/ClaimInformationPage.stm">http://jfs.ohio.gov/ouio/ClaimInformationPage.stm</a> – Refer to the <a href="#">Designer Brands Mass Layoff Form</a> (code # included).
<b>Oklahoma</b> – <a href="https://www.ok.gov/oesc/Claimants/">https://www.ok.gov/oesc/Claimants/</a>
<b>Oregon</b> – <a href="https://secure.emp.state.or.us/ocs4/index.cfm?u=F20200316A122525B15798161.6781&amp;lang=E">https://secure.emp.state.or.us/ocs4/index.cfm?u=F20200316A122525B15798161.6781&amp;lang=E</a>
<b>Pennsylvania</b> – <a href="https://www.uc.pa.gov/unemployment-benefits/file/Pages/File%20an%20Initial%20Claim.aspx">https://www.uc.pa.gov/unemployment-benefits/file/Pages/File%20an%20Initial%20Claim.aspx</a>
<b>Rhode Island</b> – <a href="https://dltweb.dlt.ri.gov/UIClaims2013/intro/index.aspx?AC=yes">https://dltweb.dlt.ri.gov/UIClaims2013/intro/index.aspx?AC=yes</a>
<b>South Carolina</b> – <a href="https://dew.sc.gov/home/how-do-i-file-an-unemployment-claim">https://dew.sc.gov/home/how-do-i-file-an-unemployment-claim</a>
<b>South Dakota</b> – <a href="https://dlr.sd.gov/ra/individuals/file_claim.aspx">https://dlr.sd.gov/ra/individuals/file_claim.aspx</a>
<b>Tennessee</b> – <a href="https://www.tn.gov/workforce/unemployment/apply-for-benefits.html">https://www.tn.gov/workforce/unemployment/apply-for-benefits.html</a> – A mass layoff notification was sent to the state and included all individual associates who were impacted to expedite the claims process. No additional identifying information was provided. Please follow the state’s filing instructions.
<b>Texas</b> – <a href="https://twc.texas.gov/jobseekers/unemployment-benefits-services">https://twc.texas.gov/jobseekers/unemployment-benefits-services</a>
<b>Utah</b> – <a href="https://jobs.utah.gov/ui/home/">https://jobs.utah.gov/ui/home/</a>
<b>Vermont</b> – <a href="https://labor.vermont.gov/unemployment-insurance/ui-claimants">https://labor.vermont.gov/unemployment-insurance/ui-claimants</a>
<b>Virginia</b> – <a href="https://www.vawc.virginia.gov/vosnet/Default.aspx?enc=bag5Dtnb4BwE7Xpsn5C9jw==">https://www.vawc.virginia.gov/vosnet/Default.aspx?enc=bag5Dtnb4BwE7Xpsn5C9jw==</a>
<b>Washington</b> – <a href="https://esd.wa.gov/unemployment">https://esd.wa.gov/unemployment</a>
<b>Wisconsin</b> – <a href="https://dwd.wisconsin.gov/uiben/">https://dwd.wisconsin.gov/uiben/</a>