



Grace Arnsberger &lt;gracearnsberger@gmail.com&gt;

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**Important Message from Atticus Franchise Group Massage Envy**

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**Ed Welsh** <ed.welsh@atticusfranchise.com>

Thu, Mar 19, 2020 at 11:13 AM

Cc: Ed Welsh &lt;ed.welsh@atticusfranchise.com&gt;, Michael Gonzalez &lt;mgonzalez@massageenvy.com&gt;

**This message is being sent to all Atticus Massage Envy Employees**

At Atticus, the people on our teams are our a priority; as such, we make decisions we believe serve the best interests of everyone. You are why we all do what we do, and we are beyond grateful by the professionalism and dedication you have shown during a very challenging time.

As you know, from our email updates, we've been very closely monitoring the developments of the COVID-19 Coronavirus and have been compliant with all State and local requirements, including the closing of clinics in states where it is mandated, Minnesota and Nevada.

While we have not received additional mandates, we made the tough decision to close our remaining clinics effective Friday, March 20<sup>th</sup>, by 5 pm local time.

This is not a decision we take lightly. Thank you for taking the time to share your thoughts on this difficult decision. After listening to you and thoughtfully considering everyone's point of view, we believe it is the right time to close. For now we believe the closing will be a minimum of 14 days, we hope this isn't an extended closing, we will closely monitor the situation and provide updates weekly.

So what does this mean for you? First and foremost, we want you to know that this is temporary and you are still part of our family and employed by Atticus. You are not being laid off or let go; we are closing **temporarily**. Whether it is 14, 30 or more days, we are excited to welcome you back and will come out a stronger company and team because of this journey.

Second, how will you be paid? This Friday, March 20<sup>th</sup>, you will receive your normal pay as planned for all hours and earnings through March 15<sup>th</sup>. The next scheduled paycheck is April 3<sup>rd</sup>, and you will be paid for all hours worked from March 16<sup>th</sup> through March 20<sup>th</sup>. In addition, we have spent a lot of time reviewing all options available to us. We have decided that on the April 3<sup>rd</sup> check, you will receive an additional stipend in an effort to offset any financial hardship you may experience. Even though times are extremely tough with us shutting down clinics and revenue going away, there is nothing more important to us than to provide some additional money to you and your family to help support you during these difficult times. It's also very important for you to know that we are exploring options to provide additional funds when we reopen your clinics and ramp back up operations together.

We strongly encourage you to apply for unemployment immediately in your state. See the attached document with the resources you need to file unemployment. The states are working to support employees impacted by reduction of hours, temporary closings, and other impacts related to Coronavirus, and this is a program that Atticus funds into on a bi-weekly basis for our team members to utilize in times like these. When applying, you will want to make sure to select that you have a position to return to because, in most states, this will remove the requirement of you having to look for work while collecting benefits. Your benefit amount, length, and timing of first payment is based on your individual information. We highly recommend that you complete your application for unemployment as soon as you worked your last shift to start the

process and to avoid any delays. This is important to do immediately as this will be your weekly source of income, outside of the your last issued check on April 3<sup>rd</sup>, until we are able to reopen all clinics.

The U.S. Senate and House of Representatives passed, and President Trump has signed, H.R. 6201: Families First Coronavirus Response Act last evening. This bill addresses many areas, including expanding unemployment. In addition, Congress and Senate are still working on additional individual Federal Relief that will include payment to most individuals. This is expected to finalize soon. The amount has not been determined, but the first payments, if approved, are expected to be made in April, subject to change.

We will continue to monitor other resources, options, and information and will be sending them out as they become available to us. As an immediate resource, you have available to you the Massage Envy Employee Assistance Program offered through SupportLinc. You can connect SupportLinc via the web at [www.me.supportlinc.com](http://www.me.supportlinc.com) or (888) 881-5462.

We will be hosting optional calls to review this information and answer critical questions that we hear from the teams. The calls will be held at the following times:

**Thursday, March 19 – 3 pm (Eastern)**

Call-in number: (646) 558-8656

Meeting ID#: 142 657 914

Password: 287299

**Thursday, March 19 – 5 pm (Eastern)**

Call-in number: (646) 558-8656

Meeting ID#: 119 392 799

Password: 454815

**Friday, March 20 – 10 am (Eastern)**

Call-in number: (646) 558-8656

Meeting ID#: 483 115 329

Password: 185815

**Friday, March 20 – 2 pm (Eastern)**

Call-in number: (646) 558-8656

Meeting ID#: 271 315 397

Password: 194325

Please note that we have over 2,000 employees that are being invited to these calls and only have 1,000 spots per call. If you are not able to get in on one of the calls, please call into the next.

5/11/2020

Gmail - Important Message from Atticus Franchise Group Massage Envy

Thank you for all you have done. We will stay connected and look forward to being on the other side of this.

Stay safe and healthy.

Michael & Ed

**Ed WELSH**|PARTNER & CHIEF PEOPLE OFFICER|ATTICUS FRANCHISE GROUP|  
3575 PIEDMONT ROAD NE | BUILDING 15 - SUITE 1200 | ATLANTA, GA 30305

Office: (470) 447-1752 | MOBILE: (917) 280-2790 | FAX: (470) 558-2879

[WWW.ATTICUSFRANCHISE.COM](http://WWW.ATTICUSFRANCHISE.COM)



**UI Info by state.pdf**

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