



RadioShack Corporation
300 RadioShack Circle
Fort Worth, TX 76102-1964

radioshack.com

February 4, 2015

VIA Overnight Mail and E-Mail (warnletter.central@twc.state.tx.us)

Texas Workforce Commission
Attention: Layoff/WARN
101 E 15th St, Rm. 404T
Austin, TX 78778-0001

**Re: Notice Pursuant to Worker Adjustment and Retraining
Notification Act**

To Whom It May Concern:

RadioShack Corporation ("RadioShack" or "the Company") maintains its headquarters at a facility located at 300 RadioShack Circle, Fort Worth, TX 76102-1964 ("Company Headquarters"). In recent years, the Company has faced significant financial and operational challenges, forcing it to consider various options, including seeking a strategic buyer of the Company's assets. If the Company locates a strategic buyer, our hope is that any employment losses at Company Headquarters can be minimized. But if RadioShack is unable to secure a strategic buyer by March 13, 2015, it is likely that the Company will be forced to permanently close Company Headquarters in its entirety.

Due to these circumstances, RadioShack is hereby providing conditional notice that employees at Company Headquarters may suffer an employment loss. This conditional notice is being provided pursuant to the Federal WARN Act.



If RadioShack cannot secure a strategic buyer, we anticipate that a permanent closure of Company Headquarters will commence on March 13, 2015. We anticipate that all of the employees at Company Headquarters would be permanently separated from employment on or about that date. As the Company continues to explore its options, business circumstances may change and it is possible that some employees will be separated from employment prior to March 13, 2015.

In the event that the Company is able to secure a strategic buyer on or before March 13, 2015, it is possible that a buyer could implement layoffs after the sale, meaning that some employees could be permanently separated from employment after March 13, 2015. However, that is something we are unable to predict at this time.

It is anticipated that a total of 683 employees at Company Headquarters would be affected by a permanent closure of Company Headquarters. None of the employees have bumping rights and none are represented by a labor union. A list of the positions affected and the

number of employees in each position is available upon request.

Hopefully, the foregoing provides sufficient information. Should you have any questions or require additional information, please direct any inquiries to:

Jill Jaynes
VP, Corporate & Field HR
300 RadioShack Circle
Fort Worth, TX 76102
817-415-2818

Sincerely,

A handwritten signature in black ink, appearing to read 'Joe Magnacca'.

Joe Magnacca, CEO