Baseline Report

Development Authority: TN Dept. of Economic Dev.
Company: JAND Inc. d.b.a. Warby Parker
Grant Number: 45437 Tracking: 33-0006-22915
Date September 26, 2017

Unless the State agrees to an extension, this report must be submitted to the State no later than 60 days following the Effective Date of the Accountability Agreement among the State, the Development Authority and the Company.

Please attach supporting documentation for each Job existing within the company and each affiliate as of the Start Date.

Date: 10/1/2014	**Existing Employees**
Company: JAND Inc. dba Warby Parker	0
Affiliate (if applicable):	

I hereby certify that each Job listed above complies with the definition provided in Article II and Section 3.1 of the Accountability Agreement and that all information contained in this Baseline Report is true and accurate. I understand that the information provided in this Baseline Report will be used to determine the number of Net New Jobs.

By: [signature]
Title: CFO
Date: 9/27/17