

Performance Report

Development Authority: TN Dept of Economic Dev.
Company: JAND Inc. dba Warby Parker
Grant Number: 45437 Tracking: 33-0006-22915
Date: 5/2/19

Revised

Check the applicable reporting period:

- 1st Interim 2nd Interim 3rd Interim 4th Interim 5th Interim
 6th Interim 7th Interim

Unless the State agrees to an extension, this report must be submitted to the State no later than 60 days following each Interim Date for the period commencing on the first anniversary of the Start Date under the Accountability Agreement and ending on the End Date. Net New Jobs shall be calculated according to Article II of the Accountability Agreement.

Please attach supporting documentation for each Net New Job created by the company and each affiliate.

<i>Date:</i> as of 9/30/2016	Net New Jobs (Reporting Period)	Net New Jobs (Cumulative)
Company: JAND Inc. dba Warby Parker	15	66
Affiliate (if applicable):		

I hereby certify that each Job listed above complies with the definition provided in Article II of the Accountability Agreement and that all information contained in this Performance Report is true and accurate.

Jand, Inc. d.b.a. Warby Parker

By: *Axel King*
Title: Tax Manager
Date: 5/2/19