



Ray Clark  
Senior Managing Counsel  
6501 Legacy Drive, MS 4105  
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June 2, 2020

*Via Email and First Class Mail*

Breeyn Handberg  
Rapid Response Program Manager  
Office of Workforce Development  
4020 E. Fifth Ave  
Columbus, OH 43219  
**Email:** [breeyn.handberg@jfs.ohio.gov](mailto:breeyn.handberg@jfs.ohio.gov)  
**Email:** [rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov)

Mayor Daniel Horrigan  
Suite 200 Municipal Building  
166 South High Street  
Akron, Ohio 44308  
**Email:** [Mayor@AkronOhio.gov](mailto:Mayor@AkronOhio.gov)

**Re: WARN Notice re Closure of JCPenney Store 1071, Akron, OH**

Dear Ms. Handberg and Mayor Horrigan:

On or about February 10, 2020, JCPenney provided you with correspondence pursuant to the federal Worker Adjustment Retraining and Notification Act (“WARN”) advising you that the JCPenney store located in the Chapel Hill Mall with an address of 2000 Brittain Rd., Suite 600, Akron, OH 44310-1814 (“the Akron Store” or the “Store”), would be closing on or about April 24, 2020, and all operations in the Store would permanently cease. The February 10 correspondence also contained other information required by WARN.

Because the timing of JCPenney’s closure of the Akron Store was disrupted by the unprecedented coronavirus (COVID-19) pandemic (“the Pandemic”), associates were notified by correspondence dated April 8, 2020, that the Store would not close as previously scheduled and their employment would not end between April 25 and May 9, as previously anticipated. The April 8 correspondence also notified associates that we would furnish them with additional details regarding their furlough and the closure of the Akron Store as soon as we were able.

For the safety of our associates, our customers and the communities we serve, the Company temporarily closed its stores and most other facilities on the evening of March 18, 2020 and subsequently furloughed most of its workforce. In many areas of the country, including Ohio, orders were issued preventing the Company from re-opening our facilities. Various restrictions tightly regulating the activities of businesses, including

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retailers such as JCPenney, remain in place throughout the nation. The financial impact of such closures and restrictions on people and businesses has been devastating, and JCPenney is no exception. As a direct result of these financial impacts caused by the Pandemic, on May 15, the Company filed for bankruptcy protection under Chapter 11, which permits companies to reorganize and continue their operations while restructuring their debt (“the Bankruptcy”).

Due to the disruptions caused by the Pandemic and the proceedings in the Bankruptcy, the schedule for closing the Akron Store has now been modified. The Akron Store will be closing on July 17, 2020, and all operations in the Store will permanently cease. The Company was unable to provide this notice a full 60 days prior to the rescheduled closure of the Akron Store because of the unforeseen business circumstances arising from the Pandemic and subsequently the Bankruptcy, which were outside of the Company’s control.

There are approximately 66 associates employed at the Akron Store. Since plans call for the permanent closing of the entire Akron Store, all 66 associates will be affected. The closing will cause the permanent separation of associates between July 17, 2020 and July 31, 2020. This will include all associates assigned to the Akron Store, except those, if any, who remain employed with the Company in another location. Based on business needs and associates’ interests, it is anticipated that a few associates may be offered employment in other JCPenney locations.

The associates in the Akron Store do not have any bumping rights<sup>1</sup> with respect to positions in other JCPenney locations and are not represented by a union. The job titles and number of associates in each position who will be separated are shown in Attachment 1 to this letter. JCPenney will ensure that all separated associates are paid all earned and accrued wages and benefits upon termination of employment.

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<sup>1</sup> This means that associates have no contractual rights to assume positions that are already filled by other associates.

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Any requests for additional information should be directed to our Human Resources Business Partner for the area, Patty Nieto-Richards via email at [pnietori@jcp.com](mailto:pnietori@jcp.com) or via telephone at (779) 205-8624.

J. C. PENNEY CORPORATION, INC.

Sincerely,

*Ray Clark*

Ray Clark

Senior Managing Counsel

*by J. Koerber with permission*

Enclosure (Attachment 1)

cc: Ms. Patty Nieto-Richards

Attachment 1

JCPenney Store 1071  
Akron, OH  
# Associates in Each Job Title

Asset Protection Specialist	1
Ast Mgr Merchandise Operations	1
Cashier	14
Cashier Supervisor	1
Designr	1
Fine Jewelry Supervisor	1
General Manager	1
Home Furnish Comm	2
Mdse Execution Associate	6
Merchandise Assistant	2
Merchandise Supervisor	2
Omni Associate	3
Operations Associate	11
Operations Supervisor	1
Sales Supervisor	1
Sephora Beauty Advisor	3
Specialty Associate	4
Temporary Associate	10
Temporary Ops Associate	1
<b>Grand Total</b>	<b>66</b>