

August 17, 2020

**Via Facsimile (as applicable), Email, and Certified Mail**

Ohio Department of Job & Family Services  
Rapid Response Program  
4020 E. Fifth Ave.  
Columbus, Ohio 43219  
[rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov)

The Honorable Thomas P. Perciak  
Mayor  
The City of Strongsville  
16099 Foltz Parkway  
Strongsville, Ohio 44149  
Facsimile: (440) 572-3241  
[thomas.perciak@strongsville.org](mailto:thomas.perciak@strongsville.org)  
[city@strongsville.org](mailto:city@strongsville.org)

Re Notice of Planned Action

Dear Mayor Perciak and Ohio Department of Job & Family Services:

In follow up to our letters dated May 15, 2020 and June 22, 2020<sup>1</sup>, we are writing to give you notice that there will be additional permanent employment separations at the Support Center facility located at 1300 Darice Pkwy, Strongsville, OH 44149, and the Distribution Center facility located at 12850 Darice Pkwy, Strongsville, OH 44149, which initially began on July 18, 2020.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning and effective on October 30, 2020, with all separations accomplished by October 30, 2020. The total number of affected employees is 103. We anticipate additional separations in February 2021 and August 2021—about which we will correspond with you closer to those respective separation dates.

The following is a list of the job positions and number of separated individuals, along with the anticipated schedule for job losses on October 30, 2020:

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<sup>1</sup> The final number of affected employees for the September 4, 2020 employment separations was 90.

Received August 17, 2020 at 3:00pm

Support Center facility

| <b>Job Title</b>                            | <b>Number of Affected Individuals</b> |
|---|---------------------------------------|
| Housekeeping                                | 5                                     |
| Building Maintenance                        | 4                                     |
| Cash Application Specialist                 | 2                                     |
| Customer Relationship Center Representative | 2                                     |
| Collections Specialist                      | 2                                     |
| Manager – Human Resources Lamrite           | 1                                     |
| Sr. Human Resources Manager - Lamrite       | 1                                     |
| Distribution Systems Manager                | 1                                     |
| Facilities Supervisor                       | 1                                     |
| DC Systems Support Analyst - Lamrite        | 1                                     |
| Special Projects Troubleshooter             | 1                                     |
| Order Entry Specialist                      | 1                                     |
| Accounts Payable Lead                       | 1                                     |
| Senior Financial Accountant                 | 1                                     |

Distribution Center facility

| <b>Job Title</b>          | <b>Number of Affected Individuals</b> |
|---------------------------|---------------------------------------|
| Material Handler DC       | 59                                    |
| DC Operations Coordinator | 10                                    |
| Coach                     | 5                                     |
| Assistant WH Manager      | 1                                     |
| Parkway Driver            | 1                                     |
| System Super User Supply  | 1                                     |
| WH Manager Fulfillment    | 1                                     |
| WH Manager Supply         | 1                                     |

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoffs.

Please direct any questions or contact before action to: Janie Perelman, Vice President and Assistant General Counsel, The Michaels Companies, 8000 Bent Branch Drive, Irving, Texas 75063, 972.409.7628, [Perelmaj@michaels.com](mailto:Perelmaj@michaels.com).

Sincerely,

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Janie Perelman