



Received: 1/14/2025 @ 2:10pm

January 13, 2025

**VIA FEDEX OVERNIGHT &
TO FOLLOW BY EMAIL ON
JANUARY 14, 2025**

Breeyn Handberg
Program Manager, Rapid Response
Office of Workforce Development
4020 East 5th Avenue
P.O. Box 1618
Columbus, OH 43219
Email: RAPDRESP@jfs.ohio.gov

Ilene Shapiro, Executive
County of Summit, Ohio
Ohio Building - 8th Floor
175 South Main Street
Akron, OH 44308
Email: executiveshapiro@summitoh.net

Jeffrey Anzevino, Mayor
City of Hudson, Ohio
Hudson City Hall
1140 Terex Road
Hudson, OH 44236
Email: janzevino@hudson.oh.us

Re: Possible Employee Separations Related To JOANN's Corporate Headquarters in Hudson, Ohio

Dear Ms. Handberg, Executive Shapiro, and Mayor Anzevino:

We are writing to inform you about possible separations of employees of Jo-Ann Stores Support Center, Inc. and its affiliates (the "Company" or "JOANN") located at 5555 Darrow Road, Hudson, Ohio 44236 (the "Corporate Office"), or otherwise aligned to the Corporate Office, should that office close. In the event this action does occur, is expected to be permanent, and eventually the entire Corporate Office will close.

By way of background, JOANN has been working closely with its financial stakeholders to evaluate how to best position the Company for the future. This includes seeking buyers for a sale of the Company. Should the Company fail to secure a buyer who intends to continue to actively operate JOANN's business (including potentially offering employment to some or all current Company employees), it is possible that the Company may have no choice but to immediately close its Corporate Office and conduct employee separations.

While we remain hopeful this closure event will not occur, we are providing notice that if this action does occur, employee separations at or otherwise aligned to the Corporate Office are expected to commence on the 14-day period beginning on March 15, 2025, with limited additional separations to occur within approximately 30 to 120 days thereafter as Corporate Office operations wind down.

Enclosed is a listing of the job titles of affected employees, the number of affected employees in each job title, and anticipated separation dates.

The affected employees are not represented by any union. There are no bumping rights for any affected employees.

You may contact Ann Aber, JOANN EVP, Chief Legal & Human Resources Officer, at 330.463.6684 and/or ann.aber@joann.com, for further information.

Very truly yours,

A handwritten signature in dark ink, appearing to read 'Ann Aber', is centered below the closing text.

Ann Aber
EVP, Chief Legal & Human Resources
Officer
JOANN

Enclosure

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
AI Engineer	1	1	
Analyst II, Inbound Transportation	1	1	
Analyst II, Store Floor Planning	4	4	
Analyst, Accounting Operations	1	1	
Analyst, Asset Protection - Reporting	1	1	
Analyst, Compensation	1	1	
Analyst, Data Science	1	1	
Analyst, Digital Marketing	1	1	
Analyst, Fraud & eCommerce	1	1	
Analyst, Global Logistics	1	1	
Analyst, GRC & SAP Security	2	2	
Analyst, HRIS	1	1	
Analyst, Inventory	5	5	
Analyst, IT Operations	1	1	
Analyst, IT Security Compliance	1	1	
Analyst, Lead Digital Solution	1	1	
Analyst, Logistics Planning	1	1	
Analyst, Operations & QA, Core Systems	1	1	
Analyst, Outbound Transportation	1	1	
Analyst, Quality Assurance	1	1	
Analyst, Quality Compliance	1	1	
Analyst, Store Floor Planning	2	2	
Analyst, Store Labor	1	1	
Analyst, Store Operations	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Analyst, Store Projects	1	1	
Analyst, Supply Chain	1	1	
Analyst, Sustainability	1	1	
Analyst, Systems	3	3	
Analyst, Transportation	1	1	
Analyst, Transportation Freight Pay	1	1	
Application Engineer	5	5	
Assistant Buyer	16	16	
Assistant General Counsel	2	2	
Assistant Site Merchandiser	1	1	
Assistant, eCommerce Category Merchant	3	3	
Assistant, Product Design	2	2	
Associate Buyer	7	7	
Associate Content Editor, Creativebug	2	2	
Associate Identity & Access Management Engineer	1	1	
Associate Merchandise Planner	3	3	
Associate Planner, Merchandise	1	1	
Associate Product Manager	3	3	
Associate Product Manager – Ditto	3	3	
Associate Technical Engineer	2	2	
Associate, eCommerce Category Merchant	1	1	
Associate, Sales & Bank Audit	1	1	
Auditor, Retail	2	2	
Business Analyst, Merchandise Analytics	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Business Analyst, Omni-Channel	1	1	
Buyer Coordinator	10	10	
Buyer, Cotton Shop	1	1	
Buyer, Fashion Apparel & Special Occasion	1	1	
Buyer, Fine Art & Dec Paint	1	1	
Buyer, Fleece & Warm, Team & License	1	1	
Buyer, Floral & Ribbon	1	1	
Buyer, Frames, Storage & Food	1	1	
Buyer, Front End & Impulse	1	1	
Buyer, Home Dec Fabric & Trims	1	1	
Buyer, Jewelry & Textiles	1	1	
Buyer, Kids	1	1	
Buyer, Paper, Sewing & Craft Tech	1	1	
Camera Operator/Video Editor, Creativebug	2	2	
Chief Creative Officer	1	1	
Clerk, DC Accounting	1	1	
Clerk, Expense Accounting	1	1	
Clerk, Import Accounting	1	1	
Clerk, Mailroom	1	1	
Clerk, Merchandise Invoice Processing	1	1	
Clerk, Non-Merchandise Accounting	1	1	
Clerk, Store Receiving	1	1	
Computer Operator	2	2	
Concept Designer	4	4	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Coordinator II, Customer Care Center	3	3	
Coordinator, Billing	1	1	
Coordinator, Business License & Sales Tax	1	1	
Coordinator, Customer Care Center	6	6	
Coordinator, Facilities Support	1	1	
Coordinator, Lease	1	1	
Coordinator, Mailroom	1	1	
Coordinator, Merchandise Accounting	1	1	
Coordinator, Merchandise Accounting - Inventory	1	1	
Coordinator, Payroll	1	1	
Coordinator, Real Estate Accounting	1	1	
Coordinator, Store Projects	1	1	
Coordinator, Store Receiving	1	1	
Coordinator, Treasury Operations	1	1	
Copywriter	3	3	
Corporate FP&A Business Partner	1	1	
Coupon, Promotions & Testing Associate	1	1	
Creative Director, Creativebug	1	1	
Customer Success Manager, Creativebug	1	1	
Data Engineer	1	1	
Data Governance & Operations Architect	1	1	
DC HR Business Partner	3	3	
DevOps Engineer	1	1	
Digital Art Director	1	1	
Digital Designer, Creativebug	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Digital Production Designer	5	5	
Digital Production/Motion Designer	1	1	
Director, Application Development	1	1	
Director, Assistant Controller - Accounting Operations	1	1	
Director, Consumer & Pricing Analytics	1	1	
Director, Corporate Engagement & Communications	1	1	
Director, Creative	1	1	
Director, Data Science, Engineering & Integrity	1	1	
Director, Digital Optimization	1	1	
Director, Field Human Resources	1	1	
Director, Human Resources	1	1	
Director, IT Security & User Services	1	1	
Director, Merchandise Planning & Replenishment	1	1	
Director, Omni-Channel Operations	1	1	
Director, Product Development & Sourcing	3	3	
Director, RAP, Audit & Security	1	1	
Director, SC Continuous Improvement	1	1	
Director, Store Operations & Customer Experience	1	1	
Director, Store Projects & Construction	1	1	
Director, Store Systems and Enterprise Analytics	1	1	
Director, Supply Chain FP&A & Ditto	1	1	
Director, Visual Merchandising	1	1	
District Manager I	36		36

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
District Manager II	4		4
DMM, Craft	1	1	
DMM, Fabric	1	1	
DMM, Seasonal	1	1	
eCommerce Associate	1	1	
eCommerce Category Merchant	4	4	
Editorial Director	1	1	
Editor-in-Chief, Creativebug	1	1	
Email Developer	1	1	
Enterprise Account Manager, Creativebug	1	1	
EVP, Chief Digital Officer	1	1	
EVP, Chief Legal & Human Resources Officer	1	1	
EVP, Chief Merchandising Officer, Sourcing & PD	1	1	
Executive Assistant to the CEO	1	1	
Field HR Business Partner	4	4	
Financial Analyst II, Accounts Payable	1	1	
Financial Analyst II, Corporate Treasury	1	1	
Financial Analyst, Corporate FP&A	1	1	
Full Stack Developer, Creativebug	1	1	
Functional Analyst	3	3	
General Manager, Creativebug	1	1	
General Manager, Ditto	1	1	
Infrastructure Architect	1	1	
Intern	2	2	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
JOANN.com Product Manager	1	1	
Lead Analyst, Digital Optimization - Search & SEO	1	1	
Lead Analyst, Quality Assurance	2	2	
Lead Application Engineer	8	8	
Lead Clerk, Accounts Payable	1	1	
Lead Clerk, Inventory Accounting	1	1	
Lead IT Project Manager	2	2	
Lead Strategist, Editorial Content	1	1	
Lead Systems Analyst, Store Operations Support	1	1	
Lead Technical Engineer	2	2	
Lead Technical Engineer, Data Administration	1	1	
Lead Technical Engineer, Security	1	1	
Lead, Demand Systems & Analysis	1	1	
Lead, Industrial Engineer	1	1	
Lead, Internal Communications, Diversity & Inclusion	1	1	
Lead, Mailroom	1	1	
Lead, Marketing Manager, Creativebug	1	1	
Lead, Trend, Seasonal	1	1	
Lead, Trend, Sewing	1	1	
Manager, Accounts Payable	1	1	
Manager, Application Development	4	4	
Manager, Application Development, Retail Store Systems & DevOps	1	1	
Manager, Benefits & Compensation	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Manager, Business Intelligence	1	1	
Manager, Category	2	2	
Manager, Construction	1	1	
Manager, Corporate Communications	1	1	
Manager, Corporate Responsibility	1	1	
Manager, CRM Strategy	1	1	
Manager, Customer Care Center	1	1	
Manager, Data Engineering	1	1	
Manager, Demand Planning	1	1	
Manager, Digital Optimization	1	1	
Manager, eCommerce Merchandising	1	1	
Manager, End User Services	1	1	
Manager, Finance Store Operations	1	1	
Manager, Fixture Programs & Purchasing	1	1	
Manager, HRIS	1	1	
Manager, Import Destination	1	1	
Manager, Inventory Accounting	1	1	
Manager, IT Governance, Risk & Compliance	1	1	
Manager, IT Program Management	1	1	
Manager, IT Security	1	1	
Manager, Marketing - Ditto	1	1	
Manager, Merchandise Planning	2	2	
Manager, Outbound Logistics	3	3	
Manager, Packaging Design	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Manager, Payroll	1	1	
Manager, Process Engineering & Omni	1	1	
Manager, Product Development	2	2	
Manager, Product Development - Ditto	1	1	
Manager, Product Development - Sewing	1	1	
Manager, Real Estate	1	1	
Manager, Real Estate Accounting	1	1	
Manager, Replenishment	2	2	
Manager, Risk & Claims Administration	1	1	
Manager, Sales & Margin Financial Planning & Analysis	1	1	
Manager, SAP Basis & Middleware	1	1	
Manager, Social Media	1	1	
Manager, Space Planning & Analytics	1	1	
Manager, SSC/DC Security	1	1	
Manager, Store & Floor Planning	1	1	
Manager, Store Operations Support & Communications	1	1	
Manager, Store Projects	1	1	
Manager, Strategic & Financial Planning	1	1	
Manager, Talent Acquisition	1	1	
Manager, Talent Development	1	1	
Manager, Team Member Relations & Absence Management	1	1	
Manager, Technical Services	1	1	
Manager, Treasury Operations	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Manager, Vendor Accounting	1	1	
Market Manager	2		2
Marketing Planner, Decor, Seasonal	1	1	
Marketing Project Manager	1	1	
Merchandise Planner	6	6	
Network Engineer	1	1	
Packaging Designer	4	4	
Paralegal	1	1	
Photographer	2	2	
Photographer/Videographer	1	1	
Planner, Digital Marketing	3	3	
Planner, Editorial Content	1	1	
Planner, Fixture Program	1	1	
Planner, Marketing	1	1	
Planner, Marketing Operations	1	1	
Planner, Merchandise	1	1	
Planner, Space Management	1	1	
Planner, Space Presentation	7	7	
Planner, Store Projects - Construction	2	2	
Product Designer	4	4	
Production Designer	4	4	
Project Engineer, Supply Chain	1	1	
Project Manager, Visual Merchandising	1	1	
Project Specialist	3	3	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
PT Sr. Application Engineer	1	1	
Recruiter, Corporate	1	1	
Recruiter, Field	2	2	
Regional Administrative Assistant	5	5	
Regional Asset Protection Manager	4	4	
Regional Vice President	4		4
Remote Designer	3	3	
Retoucher & Digital Asset Manager	1	1	
Security Lead, Transportation	1	1	
Security Officer	12	12	
ServiceNow Administrator	1	1	
Social Media Content Creator	1	1	
Sourcing Assistant	1	1	
Sourcing Associate	8	8	
Specialist II, Lease	1	1	
Specialist, Classification & Compliance	4	4	
Specialist, CRM	1	1	
Specialist, Digital Marketing	1	1	
Specialist, Digital Optimization	3	3	
Specialist, eCommerce	2	2	
Specialist, EDI	1	1	
Specialist, Global Compliance	1	1	
Specialist, HR Compliance	1	1	
Specialist, In-Store Marketing	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Specialist, Learning & Development	1	1	
Specialist, Leave	1	1	
Specialist, Marketing Projects - Ditto	1	1	
Specialist, Master Data	2	2	
Specialist, Payroll	1	1	
Specialist, Public & Community Relations	1	1	
Specialist, Quality Compliance	1	1	
Specialist, Risk	1	1	
Specialist, Service Desk	5	5	
Specialist, Service Desk, Level 2	3	3	
Specialist, Store Facilities	2	2	
Specialist, Store Operations	1	1	
Specialist, Store Project Systems	1	1	
Specialist, Store Projects & Transportation	1	1	
Specialist, Team Member Relations	1	1	
Sr. Accountant, Accounts Payable	1	1	
Sr. Accountant, General Accounting	1	1	
Sr. Accountant, Real Estate Accounting	1	1	
Sr. Accountant, Technical Accounting	1	1	
Sr. Administrative Assistant	3	3	
Sr. Analyst, Asset Protection Operations	1	1	
Sr. Analyst, Benefits	1	1	
Sr. Analyst, Carrier Management	1	1	
Sr. Analyst, eCommerce	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Sr. Analyst, Global Logistics	1	1	
Sr. Analyst, HRIS	2	2	
Sr. Analyst, Inbound Transportation	2	2	
Sr. Analyst, Inventory	5	5	
Sr. Analyst, IT Asset Management	1	1	
Sr. Analyst, Payroll	1	1	
Sr. Analyst, Real Estate Accounting	1	1	
Sr. Analyst, Shrink & Audit Analytics	1	1	
Sr. Analyst, Store Facilities	1	1	
Sr. Analyst, Store Finance Operations	1	1	
Sr. Analyst, Supply Chain Finance	1	1	
Sr. Analyst, Systems	2	2	
Sr. Analyst, Transportation Import-D	1	1	
Sr. Application Engineer	8	8	
Sr. Auditor, Corporate	1	1	
Sr. Auditor, Retail	1	1	
Sr. Business Analyst, IT	2	2	
Sr. Business Analyst, Merchandise Analytics	2	2	
Sr. Buyer, Needle Arts	1	1	
Sr. Buyer, Seasonal Decor	1	1	
Sr. Computer Operator	3	3	
Sr. Computer Operator - Scheduler	2	2	
Sr. Coordinator, Payroll	2	2	
Sr. Corporate FP&A Business Partner	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Sr. Data Scientist	1	1	
Sr. Director, Corporate Finance & Treasury	1	1	
Sr. Director, Customer Marketing	1	1	
Sr. Director, Merchandise Planning & Replenishment	2	2	
Sr. Email Developer	2	2	
Sr. Enterprise Account Manager, Creativebug	1	1	
Sr. Financial Analyst, Omni-Channel	1	1	
Sr. Financial Analyst, Real Estate Analysis	1	1	
Sr. Financial Analyst, Treasury Operations	1	1	
Sr. Functional Analyst	1	1	
Sr. Identity & Access Management Engineer	1	1	
Sr. Legal Counsel	1	1	
Sr. Legal Counsel & Assistant Corporate Secretary	1	1	
Sr. Manager, Corporate Financial Planning & Analysis	1	1	
Sr. Manager, General Accounting & Reporting	1	1	
Sr. Manager, Merchandise Planning	1	1	
Sr. Manager, Outbound Transportation Strategy	1	1	
Sr. Manager, Sourcing	3	3	
Sr. Manager, Technical Services	1	1	
Sr. Merchandise Planner	7	7	
Sr. Network Engineer	1	1	
Sr. Packaging Designer	1	1	
Sr. Planner, Fixture Program	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Sr. Planner, Photo Operations	1	1	
Sr. Product Designer	5	5	
Sr. Specialist, Absence Management	1	1	
Sr. Specialist, Content Development - Ditto	1	1	
Sr. Specialist, Digital Optimization	1	1	
Sr. Specialist, Digital Optimization - Global	1	1	
Sr. Specialist, Service Desk	4	4	
Sr. Specialist, Service Desk, Level 2	1	1	
Sr. Specialist, Team Member Relations	1	1	
Sr. Specialist, Workers Compensation	1	1	
Sr. Strategist, ISM Category	1	1	
Sr. Support Technician	1	1	
Sr. Technical Engineer	4	4	
Sr. Unified Engineer	1	1	
Sr. Video Director, Creativebug	1	1	
SSC HR Business Partner	2	2	
SSC Technician	2	2	
Staff Accountant II, General Accounting	1	1	
Staff Accountant, Real Estate Accounting	1	1	
Store Designer	2	2	
Store Process Engineer	2	2	
Store Technology Engineer	1	1	
Strategist, Category	2	2	
Strategist, Editorial Content	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
Strategist, Influencer	1	1	
Strategist, Social Media	1	1	
Strategist, Visual Merchandising	1	1	
Stylist	2	2	
Supervisor, Accounts Payable	1	1	
Supervisor, Art Director	1	1	
Supervisor, Category Strategist	1	1	
Supervisor, Customer Care Center	1	1	
Supervisor, Data Integrity	1	1	
Supervisor, Digital Production	1	1	
Supervisor, End User Services	1	1	
Supervisor, Inventory Accounting	1	1	
Supervisor, IT Operations	3	3	
Supervisor, Security	1	1	
Supervisor, SSC Facilities	1	1	
Supervisor, Store Facilities	1	1	
Supervisor, Store Projects	1	1	
Supervisor, Treasury Operations	1		
Support Technician	2	2	
SVP, Store Operations	1	1	
SVP, Supply Chain	1	1	
Systems Analyst, Store Operations	1	1	
Technical Engineer	6	6	
Technical Product Manager	1	1	

Job Title	Number of Affected Employees	3/15/25 – 3/29/25 Separation Date	Approx. 4/29/25-7/12/25 Separation Date
VP, Controller	1	1	
VP, Global Sourcing & Product Development	1	1	
VP, GMM, Seasonal	1	1	
VP, GMM, Sewing	1	1	
VP, Human Resources	1	1	
VP, Inventory Management	1	1	
VP, Store Facilities & Real Estate	1	1	
Total	661	615	46