



1070 THOMAS BUSCH MEMORIAL HIGHWAY  
PENNSAUKEN, NJ 08110

Received June 12, 2023 @ 6:16pm

June 12, 2023

Via Electronic Mail - [rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov)  
Breeyn Handberg

**Re: Conditional Notice Pursuant to the Worker Adjustment and Retraining  
Notification Act**

Dear Breeyn Handberg

We are writing to let you know that the Company is underway with efforts to accomplish a sale as a going concern. However, we may not be successful in our efforts. We expect that absent a sale, the Company will file for chapter 11. A WARN notice was provided to all employees in or reporting to the 11905 Superior Ave Unit B, Cleveland, OH 44106 facility on June 5, 2023 (the "Employee Notice").

The federal Worker Adjustment and Retraining Notification Act and certain related State statutes (collectively, "WARN") generally require employers to notify employees before certain actions are taken. This letter is intended to give you conditional notice that, based upon the best information reasonably available to the Company at this time, the Company may not be successful in its efforts and may file for chapter 11 relief.

If we file for chapter 11 relief, the Company may begin the process of permanently closing down its operations at its 11905 Superior Ave Unit B, Cleveland, OH 44106 facility (the "Facility"), within 60 days from the date of the Employee Notice. At the end of that 60 days, the Facility may be permanently closed and all employees would be terminated.

We anticipate that separations will be permanent. There will be no bumping rights available to employees. In other words, terminated employees will not have the right to take another employee's job.

The Company is providing this notice voluntarily regardless of whether it is required by WARN and by providing this information, the Company does not concede that WARN applies or that notice is otherwise required.

We have attached a list of job titles of affected positions and the number of employees affected in each job classification. If you have any questions, or would like further information, please contact Rosa Rosario at 844-786-1444 or [FormanMillsHR@formanmills.com](mailto:FormanMillsHR@formanmills.com).

Sincerely,

/s/ Kevin Hess

Kevin Hess, CFO Forman Mills



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PENNSAUKEN, NJ 08110

<u>Last Name</u>	<u>First Name</u>	<u>Job Assignment Name</u>
		Front End - Front End Manag PT
		Mens Sales Associate
		Ladies Sales Associate
		Front End - Customer Service
		Management Salary - Store Manager
		Ladies Sales Associate
		Front End - Front End Manag PT
		Front End - Customer Service
		Sales Associate - Sales Associate
		Door Greeter - Door Greeter
		Loss Prevention - Loss Prevention
		Department Lead - Home
		Front End - Customer Service
		Front End - Customer Service
		Back End - Back End Associate
		Sales Associate - Sales Associate
		Back End - Back End Associate
		Back End - Back End Associate
		Loss Prevention - Loss Prevention
		Front End - Customer Service
		Back End - Maintenance
		Merchandise Manager - Merchandise Manager
		Department Lead - Boys
		Department Lead - Ladies
		Sales Associate - Sales Associate
		Back End - Back End Associate
		Front End - Customer Service
		Department Lead - Mens
		Home Sales Associate
		Sales Associate - Sales Associate
		Back End - Back End Supervisor
		Front End - Customer Service
		Door Greeter - Door Greeter
		Shoes Sales Associate
		Sales Associate - Sales Associate
		Front End - Front End Manag PT
		Fitting Room/IA Sales Associate



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The federal Worker Adjustment and Retraining Notification Act and certain related State statutes (collectively, "WARN") generally require employers to notify employees before certain actions are taken. This letter is intended to give you conditional notice that, based upon the best information reasonably available to the Company at this time, the Company may not be successful in its efforts and may file for chapter 11 relief.

If we file for chapter 11 relief, the Company may begin the process of permanently closing down its operations at its 5316 Northfield Rd, Maple Heights, OH 44137 facility (the "Facility"), within 60 days from the date of the Employee Notice. At the end of that 60 days, the Facility may be permanently closed and all employees would be terminated.

We anticipate that separations will be permanent. There will be no bumping rights available to employees. In other words, terminated employees will not have the right to take another employee's job.

The Company is providing this notice voluntarily regardless of whether it is required by WARN and by providing this information, the Company does not concede that WARN applies or that notice is otherwise required.

We have attached a list of job titles of affected positions and the number of employees affected in each job classification. If you have any questions, or would like further information, please contact Rosa Rosario at 844-786-1444 or [FormanMillsHR@formanmills.com](mailto:FormanMillsHR@formanmills.com).

Sincerely,

/s/ Kevin Hess

Kevin Hess, CFO Forman Mills



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<u>Last Name</u>	<u>First Name</u>	<u>Job Assignment Name</u>
		Department Lead - Home
		Department Lead - Girls
		Front End - Front End Manag FT
		Front End - Customer Service
		Front End - Customer Service
		Front End - Front End Manag FT
		Back End - Back End Associate
		Front End - Front End Manag PT
		Front End - Front End Manag PT
		Fitting Room/IA Sales Associate
		Back End - Back End Associate
		Home Sales Associate
		Fitting Room/IA Sales Associate
		Department Lead - Ladies
		Merchandise Manager - Merchandise Manager
		Back End - Back End Associate
		Back End - Back End Supervisor
		Door Greeter - Door Greeter
		Merchandise Manager - Merchandise Manager
		Asst. Store Manager - Asst. Store Manager
		Door Greeter - Door Greeter
		Back End - Back End Associate
		Back End - Maintenance
		Back End - Back End Associate
		Loss Prevention - Loss Prevention



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The federal Worker Adjustment and Retraining Notification Act and certain related State statutes (collectively, "WARN") generally require employers to notify employees before certain actions are taken. This letter is intended to give you conditional notice that, based upon the best information reasonably available to the Company at this time, the Company may not be successful in its efforts and may file for chapter 11 relief.

If we file for chapter 11 relief, the Company may begin the process of permanently closing down its operations at its 621 E Manhattan Blvd, Toledo, OH 43608 facility (the "Facility"), within 60 days from the date of the Employee Notice. At the end of that 60 days, the Facility may be permanently closed and all employees would be terminated.

We anticipate that separations will be permanent. There will be no bumping rights available to employees. In other words, terminated employees will not have the right to take another employee's job.

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/s/ Kevin Hess

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<u>Last Name</u>	<u>First Name</u>	<u>Job Assignment Name</u>
		Asst. Store Manager - Asst. Store Manager
		Front End - Front End Manag PT
		Back End - Back End Associate
		Back End - Back End Associate
		Back End - Back End Associate
		Mens Sales Associate
		Department Lead - Shoes
		Back End - Back End Associate
		Fitting Room/IA Sales Associate
		Door Greeter - Door Greeter
		Back End - Back End Associate
		Front End - Customer Service
		Front End - Customer Service
		Fitting Room/IA Sales Associate
		Door Greeter - Door Greeter
		Fitting Room/IA Sales Associate
		Door Greeter - Door Greeter
		Front End - Customer Service
		Back End - Back End Associate
		Department Lead - Girls
		Back End - Back End Associate
		Home Sales Associate
		Back End - Back End Associate
		Department Lead - Ladies
		Back End - Back End Associate
		Management Salary - Store Manager
		Front End - Customer Service
		Front End - Customer Service
		Front End - Customer Service
		Back End - Maintenance
		Front End - Customer Service
		Door Greeter - Door Greeter
		Back End - Back End Supervisor
		Front End - Front End Manag PT
		Front End - Customer Service
		Mens Sales Associate