



## AMERICAN SIGNATURE, INC.

Received: 11/21/2025 @ 4:30pm

November 21, 2025

### **BY: EMAIL AND FEDERAL EXPRESS**

Andrew J. Ginther, Mayor  
City Hall  
90 West Broad Street  
Columbus, Ohio 43215  
OfficeoftheMayor@Columbus.gov

Erica C. Crawley, Board President  
Franklin County Commissioner  
373 S. High Street, 26th Floor  
Columbus, OH 43215  
Dayla.Murphy@FranklinCountyOhio.gov

Department of Ohio Job and Family Services  
Rapid Response & WIOA Adult and Dislocated Worker Program  
30 East Broad Street,  
Columbus, Ohio 43215  
rapdresp@jfs.ohio.gov

### **Re: Notice of Mass Layoff Under the WARN Act**

To Whom It May Concern:

On behalf of American Signature, Inc. (a.k.a. Value City Furniture) (the “Company”), this letter is to notify you of an upcoming “mass layoff” within the meaning of the Worker Adjustment and Retraining Notification Act of 1988 (the “WARN Act”), in accordance with the WARN Act and the Ohio Worker Adjustment and Retraining Notification Act, Ohio Revised Code § 4413.31 (the “Ohio Mini-WARN Act”).

The mass layoff will occur at the Company’s facility located at 4300 East Fifth Avenue, Columbus, Ohio 43219 (the “Facility”), due to significant decline in sales, resulting liquidity challenges, and the Company’s anticipated Chapter 11 bankruptcy filing. To mitigate or avoid the layoff, the Company took cost-reduction steps and explored financing options to stabilize the business, but these efforts were ultimately insufficient to avoid the layoff.

In this mass layoff, the Company expects that it will lay off 326 employees. Of this number, approximately 256 employees are residents of Ohio. The remaining employees reside in other



## AMERICAN SIGNATURE, INC.

states. Information regarding the job titles of the positions to be affected and the number of affected employees in each job classification, is outlined in Exhibit A attached hereto.

Each of the affected employees will receive the 60 days' notice required under the WARN Act and the Ohio Mini-WARN Act. The mass layoff will take place, and thus the employment terminations will take effect, on January 20, 2026 or within the 14-day period beginning on that date, although it is expected that certain affected employees will remain employed for a limited time after this window to assist with administrative and business tasks related to the mass layoff. Other than these certain employees, the entire Facility is being closed. The Company expects this layoff to be permanent. Employees are not represented by a union and there are no bumping rights.

As indicated on the Copy of the Employee WARN Notice attached hereto as Exhibit B, affected employees have been advised that information regarding any dislocated worker assistance programs is available through the Ohio Dislocated Workers Services of the Ohio Department of Jobs and Family Services; that they may apply for Unemployment Benefits after their last day of employment by applying online at: <https://jfs.ohio.gov/job-services-and-unemployment> or over the phone by calling (877) 644-6562, and that the call center hours are Monday through Friday 8 a.m. to 5 p.m; and that they may also access Job Services online at the link above or visit one of the OhioMeansJobs local agencies for additional resources: <https://jfs.ohio.gov/about/local-agencies-directory/local-agencies-directory>.

If you have any questions regarding this matter, please feel free to contact:

Eric Duerksen  
Executive Vice President, Human Resources  
4300 E Fifth Avenue  
Columbus, OH 43219  
614-221-9200  
[Eric.Duerksen@americansignature.com](mailto:Eric.Duerksen@americansignature.com)

Very truly yours,

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Eric Duerksen  
EVP Human Resources

Attachments: Exhibit A: Job Classifications; Exhibit B: Copy of Employee WARN Notice



# AMERICAN SIGNATURE, INC.

## Exhibit A

### Job Classifications

| Job Title                             | Number of Employees |
|---------------------------------------|---------------------|
| Senior Accountant                     | 1                   |
| Accountant                            | 1                   |
| Accounting Lead                       | 1                   |
| Accounts Payable Processor            | 3                   |
| Senior Accounts Payable Specialist    | 1                   |
| Accounts Payable Specialist           | 1                   |
| AP & Payroll Processor                | 1                   |
| Assistant Merchant                    | 2                   |
| Assistant Recruiter                   | 1                   |
| Associate Media Analyst               | 1                   |
| Associate Media Specialist            | 1                   |
| Associate Merchant                    | 3                   |
| Associate Photo Retoucher             | 1                   |
| Associate Producer                    | 1                   |
| Associate Risk Specialist             | 1                   |
| Associate Site Catalogue Merchandiser | 2                   |
| Associate Specialist Marketing Ops    | 1                   |
| Associate Supply Chain Analyst        | 1                   |
| Boomi Systems Analyst                 | 1                   |
| CAD Designer                          | 1                   |



## AMERICAN SIGNATURE, INC.

| <b>Job Title</b>                                                                                                                                                                                                                                                                               | <b>Number of Employees</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Chief Customer Officer                                                                                                                                                                                                                                                                         | 1                          |
| Chief Sales Officer                                                                                                                                                                                                                                                                            | 1                          |
| Compliance Officer                                                                                                                                                                                                                                                                             | 1                          |
| Coord Store Ops                                                                                                                                                                                                                                                                                | 1                          |
| Customer Care Lead                                                                                                                                                                                                                                                                             | 3                          |
| Customer Delivery Specialist                                                                                                                                                                                                                                                                   | 1                          |
| Customer Service & Materials Manager                                                                                                                                                                                                                                                           | 1                          |
| Customer Service Representative I & II                                                                                                                                                                                                                                                         | 50                         |
| Delivery Promise Coordinator                                                                                                                                                                                                                                                                   | 7                          |
| Deputy General Counsel                                                                                                                                                                                                                                                                         | 1                          |
| Digital Design Manager                                                                                                                                                                                                                                                                         | 1                          |
| Digital Marketing Manager                                                                                                                                                                                                                                                                      | 1                          |
| Digital Web Designer                                                                                                                                                                                                                                                                           | 1                          |
| Digitech                                                                                                                                                                                                                                                                                       | 1                          |
| Director (Asian Operations, A&R, Construction, Credit Programs, Divisional, Distribution, Finance, HR, Infrastructure & Operations, Media Services, Merchandise Planning, Ecommerce Operations, Procurement, Delivery Solutions, Application Development, Total Rewards, Visual Merchandising) | 21                         |
| Ecommerce Operations Specialist                                                                                                                                                                                                                                                                | 1                          |
| Executive Vice President (CFO, COO, Finance, HR, Marketing, Merchandising, Interim IT)                                                                                                                                                                                                         | 7                          |
| Executive Assistant                                                                                                                                                                                                                                                                            | 1                          |
| Financial Analyst                                                                                                                                                                                                                                                                              | 1                          |
| Fire Protection Tech                                                                                                                                                                                                                                                                           | 1                          |
| General Claims Specialist                                                                                                                                                                                                                                                                      | 1                          |



## AMERICAN SIGNATURE, INC.

| <b>Job Title</b>                      | <b>Number of Employees</b> |
|---------------------------------------|----------------------------|
| Graphic Designer (I, Senior, Manager) | 6                          |
| HR Assistant / Generalist             | 3                          |
| Infrastructure Analyst I & II         | 2                          |
| Infrastructure Engineer               | 2                          |
| Integration Analyst                   | 1                          |
| Inventory Analyst II                  | 2                          |
| Inventory Control Director            | 1                          |
| IT Procurement Manager                | 1                          |
| IT Security Analyst I & II            | 2                          |
| IT Security Engineer                  | 1                          |
| IT Solution Principal                 | 3                          |
| IT Support Center Supervisor          | 2                          |
| IT Systems Principal                  | 1                          |
| Lab Store Coordinator                 | 1                          |
| Lab Store Warehouse Associate         | 1                          |
| Legal Secretary                       | 1                          |
| Mailroom Clerk                        | 1                          |
| Mailroom Supervisor                   | 1                          |
| Manager Infrastructure                | 1                          |
| Manager Web Development               | 1                          |
| Manhattan Support Engineer            | 1                          |
| Market Leader                         | 10                         |
| Market Visual Manager                 | 5                          |



## AMERICAN SIGNATURE, INC.

| <b>Job Title</b>                                                                                                                                                              | <b>Number of Employees</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Marketing Assistant                                                                                                                                                           | 1                          |
| Marketing Specialist                                                                                                                                                          | 1                          |
| Media Manager                                                                                                                                                                 | 1                          |
| Merchandise Planner                                                                                                                                                           | 1                          |
| Manager (App Development, Claims, Corporate Safety, Customer Service, Facilities, Regional Safety (3), Retail Facilities, Site Merchandising, Store Design, Store Operations) | 12                         |
| Network Engineer                                                                                                                                                              | 2                          |
| Paralegal                                                                                                                                                                     | 1                          |
| Payroll Specialist                                                                                                                                                            | 1                          |
| Photography Set Assistant                                                                                                                                                     | 1                          |
| President                                                                                                                                                                     | 1                          |
| Procurement Manager                                                                                                                                                           | 1                          |
| Quality Control Analyst                                                                                                                                                       | 1                          |
| Resolution Specialist                                                                                                                                                         | 5                          |
| Risk Specialist                                                                                                                                                               | 1                          |
| Security Manager                                                                                                                                                              | 1                          |
| Security Officer I & II                                                                                                                                                       | 10                         |
| Senior Advisor                                                                                                                                                                | 1                          |
| Senior Instructional Designer                                                                                                                                                 | 3                          |
| Sergeant Loss Prevention                                                                                                                                                      | 2                          |
| Social Media Specialist                                                                                                                                                       | 1                          |
| Senior Social Media Specialist                                                                                                                                                | 1                          |
| Senior Associate Merchant                                                                                                                                                     | 4                          |



## AMERICAN SIGNATURE, INC.

| <b>Job Title</b>                                                                                                                                                                                                                                 | <b>Number of Employees</b> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Senior Bi Analyst                                                                                                                                                                                                                                | 2                          |
| Senior Copywriter                                                                                                                                                                                                                                | 1                          |
| Senior Data Engineer                                                                                                                                                                                                                             | 1                          |
| Senior Director (Delivery Operations, HR, Merchandising, Store Operations, Creative, Global Logistics, Marketing Operations)                                                                                                                     | 7                          |
| Senior Editorial Manager                                                                                                                                                                                                                         | 1                          |
| Senior Financial Analyst                                                                                                                                                                                                                         | 1                          |
| Senior HR Regional Manager                                                                                                                                                                                                                       | 2                          |
| Senior Industrial Engineer                                                                                                                                                                                                                       | 1                          |
| Senior Infrastructure Engineer                                                                                                                                                                                                                   | 1                          |
| Senior Inventory Analyst                                                                                                                                                                                                                         | 3                          |
| Senior IT Security Engineer                                                                                                                                                                                                                      | 1                          |
| Senior IT Security Manager                                                                                                                                                                                                                       | 1                          |
| Senior Leave and Benefits Admin                                                                                                                                                                                                                  | 1                          |
| Senior Manager (Customer Experience, Finance, Lab Store, LP & Security, Network, Risk, Accounting Ops, DC HR, IT Help Desk, Learning & Development, Marketing Operations, Photo Studio, Store Operations, Talent Acquisition, Retail Facilities) | 15                         |
| Senior Marketing Specialist                                                                                                                                                                                                                      | 1                          |
| Senior Merchant                                                                                                                                                                                                                                  | 1                          |
| Senior Photo Retoucher                                                                                                                                                                                                                           | 2                          |
| Senior Photographer                                                                                                                                                                                                                              | 1                          |
| Senior Planner                                                                                                                                                                                                                                   | 2                          |
| Senior Programmer/Analyst                                                                                                                                                                                                                        | 5                          |
| Senior QA Analyst                                                                                                                                                                                                                                | 1                          |



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| <b>Job Title</b>                                                                                  | <b>Number of Employees</b> |
|---------------------------------------------------------------------------------------------------|----------------------------|
| Senior Retention Marketing Specialist                                                             | 1                          |
| Senior Store Operations Specialist                                                                | 1                          |
| Senior Support Analyst                                                                            | 2                          |
| Senior Transportation Manager                                                                     | 1                          |
| Senior Video Producer                                                                             | 1                          |
| Senior Web Developer                                                                              | 1                          |
| Staff Accountant                                                                                  | 1                          |
| Store Operations Analyst                                                                          | 1                          |
| Store Operations Associate                                                                        | 1                          |
| Store Operations Field Manager                                                                    | 4                          |
| Stylist                                                                                           | 1                          |
| Support Analyst I & II                                                                            | 8                          |
| Supervisor AP                                                                                     | 1                          |
| Supervisor Customer Care Crew                                                                     | 5                          |
| Supervisor Loss Prevention                                                                        | 1                          |
| Supervisor Payroll & Compliance                                                                   | 1                          |
| Supervisor Store Ops                                                                              | 1                          |
| Total Rewards Associate                                                                           | 1                          |
| Transportation Coordinator                                                                        | 2                          |
| Transportation Specialist                                                                         | 1                          |
| Vice President (Ecommerce, IT Applications, Merchandise Planning & Finance, Merchandising, Sales) | 5                          |
| Web Developer                                                                                     | 1                          |