



March 21, 2020

VIA FEDEX

Tracking No. 770076843542

Michigan Department of Labor and Economic Opportunity
Bureau of Employment Relations
Wage and Hour Division
530 W. Allegan St.
P.O. Box 30476
Lansing, MI 48909-77976

Re: WARN Act Notice – Revision to Earlier Closing Notice

To whom it may concern:

As you know, Art Van Furniture, LLC (the “Company”) issued a WARN notice on March 4, 2020 to the employees at multiple facilities in Michigan, including the campus located at 6500 E 14 Mile Rd., Warren, MI, 48092; 6340 E 14 Mile Rd., Warren, MI 48092; and 6440 E 14 Mile Rd., Warren, MI, 48092, and the individual facilities located at 27775 Novi Rd., Novi, MI, 48377; 4375 28th St. SE, Grand Rapids, MI, 49321; 4095 E Court St., Burton, MI, 48509; 14055 Hall Rd., Shelby Township, MI, 48315; 8748 W Saginaw Hwy, Lansing, MI, 48917; and 4273 Alpine Ave Nw Ste B, Alpine, MI, 49321 (collectively, the “Facilities”). The Company informed these employees that it had made the difficult decision to wind down its operations and close the Facilities. At the time of the March 4 notice, the Company had in good faith projected that the employment terminations would occur on May 5, 2020 or on a date within 14 days thereafter.

Since initial notice, the Company has been impacted by the novel COVID-19 virus and the resulting, and sudden, negative economic impact. Due to these unforeseen events, the Company can no longer support the wind-down of its retail operations through the originally projected termination date. The Company, therefore, submits this revised notice to you to satisfy any obligation that may exist under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. (the “WARN Act”).

Approximately 979 employees will be affected. The employment of the Company’s sales associates and other commissioned employees, visuals, housekeepers, Selling Managers and Outlet Managers as well as any Sales or Store Manager who is not

Store Manager who is not scheduled to perform services on March 21, 2020 or March 22, 2020, was terminated on March 20, 2020. All CPU's and office staff, along with the Store Manager and/or Sales Manager scheduled to work on March 21, 2020 or March 22, 2020 will be terminated at the end of the business day on March 22, 2020. Most corporate employees were terminated on March 20, 2020 but approximately 127 employees will be terminated over the next two months (with the majority in the next few days). All affected employees have been notified of these revised separation dates, that their separation from employment will be permanent, and that there are no bumping rights. None of the affected employees are represented by a union.

A list of the job titles of positions to be affected and the number of affected employees in each job classification is attached.

I will be acting as the Company's representative in these matters. Should you have any questions, please contact me at Cathrine Wenger, Senior Counsel, cwenger@artvan.com, (586) 983-2000. My address is 6500 E 14 Mile Rd, Warren, MI 48092.

Sincerely,

/s/ Cathrine Wenger
Cathrine Wenger
Senior Counsel

Attachment

Van Art - Alpine

JOB TITLE	NUMBER OF EMPLOYEES
ASST DELIVERY MANAGER	2
ASST MGR-STORE OPERATIONS	1
CLEARANCE CENTER MGR	1
CUSTOMER REPRESENTATIVE	1
DELIVERY MANAGER	1
DRIVER (FURNITURE)	17
FINISHER	3
FINISHER III	1
HELPER I	9
HELPER II	4
HELPER/MAINTENANCE	9
IN-HOME FURNITURE TECHNICIAN	5
MAINTENANCE I	1
MAINTENANCE II	2
REGIONAL MGR-IN-HOME SERVICE	1
SALES MANAGER	1
SALES-DRAW & COMMISSION	13
SELLING MANAGER	2
STORE MANAGER	1
TEAM LEAD	3
VISUAL MERCHANDISER	1
TOTAL	79

Van Art - Burton

JOB TITLE	NUMBER OF EMPLOYEES
ASST DELIVERY MANAGER	1
ASST MGR-STORE OPERATIONS	1
ASST STORE OFFICE MANAGER	1
CLEARANCE CENTER MGR	1
CUSTOMER PICK UP TEAM LEADER	1
DELIVERY MANAGER	1
DRIVER (FURNITURE)	14
FINISHER	1
HELPER I	4
HELPER II	5
HELPER/MAINTENANCE	7
SALES MANAGER	1
SALES-DRAW & COMMISSION	9
SELLING MANAGER	1
STORE MANAGER	1
TEAM LEAD	2
TOTAL	51

Van Art - Grand Rapids

JOB TITLE	NUMBER OF EMPLOYEES
ASST MGR-STORE OPERATIONS	1
ASST STORE OFFICE MANAGER	1
CLEARANCE CENTER MGR	1
CUSTOMER PICK UP ASSOCIATE	2
CUSTOMER PICK UP TEAM LEADER	2
CUSTOMER REPRESENTATIVE	1
DESIGN MANAGER-SSI	1
HOUSEKEEPER	2
PS7-SALES	3
PS7-SELLING MGR	2
SALES-DRAW & COMMISSION	18
SELLING MANAGER	2
SSI INTERIOR DESIGNER I	1
STORE MANAGER	1
VISUAL MERCHANDISER	2
TOTAL	40

Van Art - Lansing

JOB TITLE	NUMBER OF EMPLOYEES
ASST DELIVERY MANAGER	1
ASST MGR-STORE OPERATIONS	1
ASST STORE OFFICE MANAGER	1
CLEARANCE CENTER MGR	1
CUSTOMER PICK UP TEAM LEADER	2
CUSTOMER REPRESENTATIVE	2
DELIVERY MANAGER	1
DRIVER (FURNITURE)	12
FINISHER	1
FINISHER III	1
HELPER I	7
HELPER II	4
HELPER/MAINTENANCE	7
HOUSEKEEPER	2
IN-HOME FURNITURE TECHNICIAN	2
PS7-SALES	4
PS7-SELLING MGR	1
REGIONAL DELIVERY MANAGER	1
SALES MANAGER	1
SALES-DRAW & COMMISSION	14
SELLING MANAGER	2
STORE MANAGER	1
TEAM LEAD	2
VISUAL MERCHANDISER	1
TOTAL	72

Van Art - Novi

JOB TITLE	NUMBER OF EMPLOYEES
ASST MGR-STORE OPERATIONS	1
ASST STORE OFFICE MANAGER	1
CLEARANCE CENTER MGR	1
CLIENT SPECIALIST LEAD	1
CUSTOMER PICK UP ASSOCIATE	2
CUSTOMER PICK UP TEAM LEADER	2
CUSTOMER REPRESENTATIVE	4
DESIGN MANAGER-SSI	1
FINANCE SPECIALIST	1
HOUSEKEEPER	3
PS7-SALES	4
PS7-STORE SELLING MGR	2
SALES MANAGER	1
SALES-DRAW & COMMISSION	24
SELLING MANAGER	4
SSI INTERIOR DESIGNER I	4
STORE MANAGER	1
VISUAL MERCHANDISER	2
TOTAL	59

Van Art - Lakeside/Shelby Township

JOB TITLE	NUMBER OF EMPLOYEES
ASST MGR-STORE OPERATIONS	1
ASST STORE OFFICE MANAGER	2
CLEARANCE CENTER MGR	1
CLIENT SPECIALIST I	2
CLIENT SPECIALIST II	1
CLIENT SPECIALIST LEAD	1
CUSTOMER PICK UP ASSOCIATE	1
CUSTOMER PICK UP TEAM LEADER	2
CUSTOMER REPRESENTATIVE	1
GUEST RELATIONS SPECIALIST	1
HOUSEKEEPER	1
LAB MANAGER	1
PS7-SALES	5
PS7-SELLING MGR	1
PS7-STORE SELLING MGR	1
SALES MANAGER	1
SALES-DRAW & COMMISSION	20
SELLING MANAGER	2
SSI DESIGN MANAGER-TEST MKT	1
SSI DESIGN SPECIALIST-TEST MKT	5
STORE MANAGER	1
VISUAL MERCHANDISER	1
TOTAL	53

Van Art - Warehouse/Store/Corporate - Warren

JOB TITLE	NUMBER OF EMPLOYEES
ACCOUNTANT I	2
ACCOUNTANT II	6
ACCOUNTS PAYABLE CLERK	4
ACCOUNTS PAYABLE CLERK II	1
ACCOUNTS PAYABLE LEAD	2
ADMIN ASSISTANT II-LOSS PREV	1
ADMINISTRATOR-HR	1
AP MERCHANDISE MATCHING CLERK	2
ASST DELIVERY MANAGER	5
ASST FACILITIES MANAGER	1
ASST MGR-STORE OPERATIONS	1
ASST STORE OFFICE MANAGER	2
ASST WAREHOUSE MGR	1
AVASI ADMINISTRATOR	1
AVASI ASSISTANT	1
BENEFITS ASSISTANT	1
CLEARANCE CENTER MGR	1
CLIENT SPECIALIST I	3
CLIENT SPECIALIST II	5
CLIENT SPECIALIST LEAD	1
COMPENSATION/HR ANALYST	1
CORPORATE COUNSEL	1
CORPORATE HUMAN RESOURCES MGR	1
CORPORATE TRAVEL SPECIALIST	1
CUSTOMER PICK UP TEAM LEADER	2
CUSTOMER REPRESENTATIVE	3
CUSTOMER REPRESENTATIVE	4
DELIVERY MANAGER	2
DELIVERY TRAINER	14
DESIGN SPECIALIST-TEST MKT	3
DESKTOP SUPPORT ANALYST	2
DIR-COMPENSATION & BENEFITS	1
DIR-DEPUTY GENERAL COUNSEL	1
DIR-FACILITIES	1
DIR-FINANCE & CONTROLLER	1
DIR-FINANCIAL PLAN/ANALYSIS	1
DIR-PROFITABILITY	1
DIR-SERVICE DESK MANGAEMENT	1
DRIVER (FURNITURE)	71
ECOMMERCE ANALYST	1
EVP-CHIEF FINANCIAL OFFICER	1
FACILITIES ADMINISTRATOR	1
FACILITIES ASSISTANT	1

Van Art - Warehouse/Store/Corporate - Warren

FACILITY TECHNICIAN	6
FINANCE SPECIALIST	1
FINANCIAL ANALYST I	2
FINANCIAL ANALYST II	4
FLEET TRANSPORTER	1
FRAUD EXAMINER-INTERNAL AUDIT	3
GENERAL OFFICE CLERK	5
HELPER I	57
HELPER II	11
HELPER/MAINTENANCE	22
HOUSEKEEPER	3
HUMAN RESOURCES ASSISTANT	1
HUMAN RESOURCES GENERALIST	1
INFRASTRUCTURE ANALYST	1
INVENTORY CONTROL ANALYST	1
IT OPERATIONS ANALYST	1
IT SERVICE DESK ANALYST	8
MAINTENANCE II	33
MANAGER-ASSISTANT CONTROLLER	1
MANAGER-PAYROLL	1
MANAGER-PURCHASING	1
MANAGER-SYSTEM CONTROLS	1
MATCHING CLERK	2
MECHANIC	3
MERCHANDISE PULLER I	33
MERCHANDISE PULLER II	8
MGR-APPLICATION DEVELOPMENT	1
MGR-FINANCIAL PLAN & ANALYSIS	1
MGR-WAREHOUSE SYSTEMS	1
OFFICE MANAGER-CORPORATE	1
OFFICE SUPPLY CLERK	1
PARALEGAL	2
PAYROLL CLERK	3
PROGRAMMER ANALYST II	1
PS7-SALES	6
PS7-STORE SELLING MGR	1
RECEIVING OFFICE TEAM LEAD	2
RECEPTIONIST	1
REGIONAL DELIVERY MANAGER	2
REGIONAL HR MANAGER	3
REGIONAL LOSS PREVENTION MGR	2
REGIONAL SALES DIRECTOR	4
ROUTING MANAGER	1
SALES MANAGER	2
SALES-DRAW & COMMISSION	26

Van Art - Warehouse/Store/Corporate - Warren

SELLING MANAGER	2
SENIOR PAYROLL ASSOCIATE	1
SENIOR SYSTEMS ANALYST	2
SENIOR TAX ACCOUNTANT	1
SERVICE DESK INCIDENT MANAGER	1
SHUTTLE DRIVER	25
SR BUSINESS ANALYST-IT	1
SR DIR-FINANCE & BUSINESS SUPP	1
SR DIR-FINANCIAL PLAN & ANALYS	1
SR DIR-LOSS PREVENTION	1
SR DIR-SALES	1
SR DIR-WAREHOUSING	1
SR IT SERVICE DESK TECHNICIAN	1
SR MGR-CORP HUMAN RESOURCES	1
SR MGR-OPERATIONS	1
SR NETWORK ENGINEER	1
SR. MGR-EDUCATION & DEVELOPMT	1
STOCKPERSON-WAREHOUSE	4
STOCKPERSON-WAREHOUSE	46
STORE COMMUNICATION MANAGER	1
STORE COMMUNICATION SPECIALIST	1
STORE COMMUNICATIONS COORD	1
STORE MANAGER	1
SYSTEMS SPECIALIST-SYSTEM SVCS	1
TALENT ACQUISITION CONSULTANT	1
TEAM LDR-VISUAL MERCHANDISING	1
TEAM LEAD	63
TRAIN & DEVELOP COORDINATOR	1
TRAINING LEAD COORDINATOR	1
TRAINING MANAGER	3
TRAINING MANAGER	1
VISUAL MERCHANDISER	1
VP-GENERAL COUNSEL	1
WAREHOUSE CPU MANAGER	1
WAREHOUSE MAINTENANCE MANAGER	1
WAREHOUSE MANAGER-NIGHTS	1
WAREHOUSE RECEIVING CLERK	3
WAREHOUSE RECEIVING SUPERVISOR	1
WAREHOUSE SAFETY MANAGER	1
WAREHOUSE SPECIAL PROJECTS MGR	1
WAREHOUSE SUPERVISOR	13
WHSE DELIVERIES TEAM LEAD	1
WORKERS COMP & RISK MGR	1
TOTAL	625

ORIGIN ID: BKLA (216) 363-4670
 ANITA FOLKROD
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 SUITE 2300
 CLEVELAND, OH 44114
 UNITED STATES US

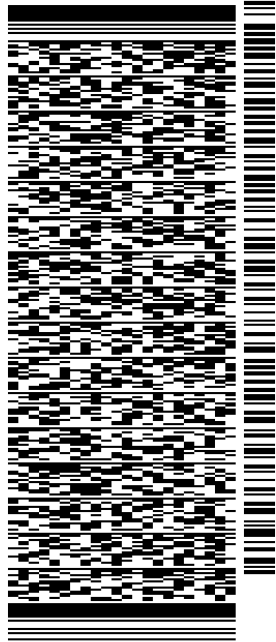
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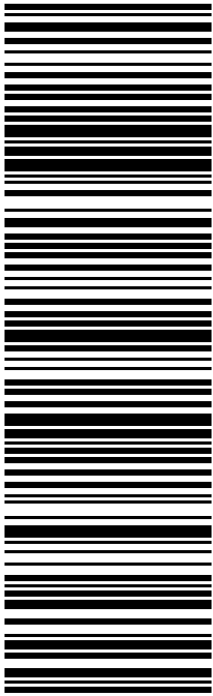
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