



February 23, 2017

VIA UPS OVERNIGHT

Ms. Krista Johnson, Manager
Workforce Development Agency, State of Michigan
Workforce Investment Act Section
Victor Office Center
201 N. Washington Sq., 5th Floor
Lansing, Michigan 48913

Re: Notice of Closing of the Family Christian
Stores Headquarters Facility and Distribution Center
Located in Grand Rapids, Michigan

Dear Ms. Johnson:

This is to notify you that Family Christian Stores, LLC plans to shut down its entire headquarters facility located at 5300 Patterson Ave. SE, Grand Rapids, MI 49530 and its entire distribution center facility located at 4480 44th Street SE, Kentwood MI 49548. These actions are expected to be permanent. At present, Family Christian Stores, LLC expects that 136 employees at the headquarters facility and 34 employees at the distribution center facility will be terminated as a result of the shutdown of these facilities. The separations from employment resulting from the shutdown of these facilities are expected to occur on April 26, 2017 for the headquarters facility when operations there will be terminated and beginning on April 11, 2017 at the distribution center as the amount of work available begins to decrease. The job titles of the employees who will experience an employment loss as a result of the closing of these facilities and the number of affected employees in each job category are set forth on a list attached to this letter.

The employees who will be terminated because of the shutdown of the headquarters facility and the distribution center facility do not have bumping rights to any other position, and no union represents the affected employees.

For further information about this matter, you may contact me, Steve Biondo, Sr. VP of Human Resources and Organizational Development at (616) 554-7342.

Very truly yours,

Steve Biondo
SVP of Human Resources and Organizational
Development
Family Christian Stores, LLC

US2008 12534171 1

List of Job Titles of Employees Expected
to Experience an Employment Loss As a Result of the
Shutdown of the Family Christian Stores, LLC's Headquarters Facility
Located at 5300 Patterson Ave. SE, Grand Rapids, MI 49503

Expected Termination Date: April 26, 2017

Job Title	Number of Affected Employees
Accounts Payable Analyst	2
Accounts Payable Clerk	1
Accounts Receivable Supervisor	1
Accts Rec/Customer Service	1
Admin Assistant	3
Adverting Project Lead	1
AP Team Lead	1
Assistant Buyer	1
Associate VP Finance	1
Associate VP Ops Services	1
Associate VP Loss Prevention	1
AVP Ministry Initiatives	1
AVP of Advertising	1
Buyer	8
Call Center Sales Rep	15
Cash Manager	1
Church Strategy	1
Client/Server App Development	1
Collections LP Analyst	1
Communication, Reporting, and Analytics	1
Coordinator	1
Construction Program Manager	1
Content Manager	1
Copywriter	2
Creative Director	1
Customer Service / Church Resource	1
Manager	1
Digital Graphic Designer	2
Digital Marketing Coordinator	1
Dir. Construction / Facilities	1
Director IT Applications	2
Director of Digital Marketing	1
eCommerce Mktg & Merch Coordinator	1
eCommerce Web Developer	1
EDI Coordinator	1
EE Relations Manager	1
Executive Assistant CFO/COO	1
FCM & Payroll Coordinator	1
Financial Analyst	1
General Accounting Supervisor	1
H/R Administrator	1

Help Desk Technician	7
HR Assistant & FC Ministries Administrator	1
Inventory LP Analyst	1
IT Team Lead	1
Jr Merchandise Manager	1
LP Database Administrator	1
Manager of National Marketing	1
Marketing Analyst	1
Marketing Coordinator	1
Merchandise Manager	6
Merchandise Systems Manager	1
Merchandising Assistant & Events	1
Manager, Benefits, Compensation & Payroll	1
Manager, Events & New/Rem Stores	1
Network Administrator	1
Operations & Research Manager	1
Payroll Admin & Analyst	1
President/CEO	1
Real Estate Manager	1
Regional VP of Operations	2
Senior Buyer	2
Senior Marketing Analyst	1
Senior Merchandise Manager	4
Senior Accountant	1
Senior Developer	1
Senior eCommerce Marketing Manager	1
Senior eCommerce Web Developer	1
Senior Marketing Project Manager	1
Senior Marketing Manager - Retail Marketing	2
Senior Programmer/Analyst	3
Senior Recruiting Manager	1
Senior VP Chief Info & Marketing Officer	1
Senior VP Operations	1
Senior VP Supply Chain	1
Senior Graphics Designer	2
Senior VP HR & Organizational Development	1
Staff Accountant	1
Telecomm & Billing Analyst	1
Vendor Relations Supervisor	1
Visual Merchandiser	1
Visual Planning Manager	1
VM Graphics Designer	5
VP & General Counsel	1
VP Merchandise	1
VP, Real Estate & Construction	1
Workers Comp & Ben Supervisor	1

List of Job Titles of Employees Expected
to Experience an Employment Loss As a Result of the
Shutdown of the Family Christian Stores, LLC's Distribution Center Facility
Located at 4480 44th Street SE, Kentwood MI 49548

Expected Termination Date: beginning April 11, 2017

Job Title	Number of Affected Employees
Associate VP of Distribution	1
DC Administrator	1
DC Assistant Team Lead	1
DC Processor	21
DC Processor Internet	1
Senior DC Processor	5
Senior Team Leader Distribution	1
Team Leader Distribution	2
Transportation Manager	1