



Received  
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March 27, 2018

VIA UPS - OVERNIGHT MAIL

Honorable Kathleen Ehley  
Mayor  
City of Wauwatosa  
7725 W. North Avenue  
Wauwatosa, WI 53213

VIA UPS - OVERNIGHT MAIL

Mr. Earl Buford  
President and Chief Executive Officer  
Employ Milwaukee  
Milwaukee Workforce Development Board  
2342 North 27<sup>th</sup> Street  
Milwaukee, WI 53210

Re: WARN Notice – JCPenney Business Closing, Wave 1

Dear Mayor Ehley and Mr. Buford:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”) and the Wisconsin Business Closing and Mass Layoff Law (“WBCML”), please accept this as formal notice that J. C. Penney Corporation, Inc. (“JCPenney” or “the Company”) intends to permanently close the entire Logistics Center and Customer Care Center located at 11810 West Burleigh Street, Wauwatosa, Wisconsin 53222 (referred to collectively as “the Centers”), beginning on or about June 2, 2018. Because it will take some time to wind down operations and prepare the building for the next occupant, the closing process will take place over a number of months, and JCPenney associates at the Centers will be released in a number of “waves.” We currently anticipate that Logistics Center associates will be released in two waves, effective June 2 and July 2, 2018, followed by a third wave of associate releases from the Customer Care Center, effective September 2, 2018.

There are more than 520 associates currently employed at the two Centers combined. Since plans call for the permanent closing of both Centers, all 520+ associates will be affected. The closing will cause the permanent separation of all associates assigned to the Centers, except those, if any, who remain with the Company in another

location. Based on business needs and associates' interests, it is anticipated that a few associates may be offered employment in other JCPenney locations.

The first wave of the closing will result in approximately 22 associates being separated from the Logistics Center between June 2 and June 15, 2018. This letter is intended to give you the advance notice required by WARN and WBCML for the separation of those "Wave 1" associates. You will receive similar WARN/WBCML notice letters in the future for each successive wave of separations that is not already covered by the preceding notice. We currently anticipate that the last wave of separations will occur on or about September 2, 2018.

The associates in the Centers are not represented by a union and do not have any bumping rights<sup>1</sup> with respect to positions in other JCPenney locations. The job titles and number of associates in each position who will be separated in Wave 1 are shown in Attachment 1 to this letter. JCPenney will ensure that all separated associates are paid all earned and accrued wages and benefits upon termination of employment.

Notice pursuant to WARN and WBCML has also been hand delivered or mailed to all associates affected by Wave 1, and a sample is attached hereto as Attachment 2. Any requests for additional information should be directed to Patti Stawicki-Fischer, Facility Senior Manager of the Logistics Center. Ms. Stawicki-Fischer can be reached at the Logistics Center address shown in the first paragraph of this letter or by telephone at 414-259-2579.

Sincerely,

J. C. PENNEY CORPORATION, INC.

*Glenn R. Goodwin by jam.*

Glenn R. Goodwin  
Senior Managing Counsel

GRG/jam  
Enclosures (Attachments 1 and 2)

Cc: Ms. Patti Stawicki-Fischer (with enclosures)  
Arnold Grothues, Esq. (with enclosures)

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<sup>1</sup> This means that associates have no contractual rights to assume positions that are already filled by other associates.

**ATTACHMENT 1**

**Closing of JCPenney Logistics Center, Wauwatosa, WI  
Number of Associates Impacted by Wave 1: June 2 to June 15, 2018**

<b><u>Job Title</u></b>	<b><u>Number of Impacted Associates</u></b>
Carton Processing Associate	2
Merchandise Stock Associate	6
Detail Checker – ENG	10
FM Mech Tech (SBP) Highly Skilled (Mechanic)	2
FM Electrical Tech (SBP) Skilled (Electrician)	2
<b>Total</b>	<b>22</b>



**ATTACHMENT 2**

March 27, 2018

Dear JCPenney Associate:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”) and the Wisconsin Business Closing and Mass Layoff Law (“WBCML”), please accept this as formal notice that JCPenney intends to permanently close the entire Logistics Center located at 11810 West Burleigh Street, Wauwatosa, Wisconsin 53222 (“the Logistics Center”), beginning on or about June 2, 2018. As a result of this action, all positions at the Logistics Center (approximately 181 at the time this closing was first announced in mid-February) will be eliminated between approximately June 2 and July 15, 2018. As part of the same decision to close the Logistics Center, JCPenney will be closing the Customer Care Center at the same location beginning on or about September 2, 2018.

Because it will take some time to wind down operations and prepare the building for the next occupant, JCPenney associates at the Logistics Center will be released in at least two “waves.” You are currently scheduled to be released in the first wave, so your last day of work at the Logistics Center will be between June 1 and June 14, 2018. Your employment termination will be effective the day after your last scheduled day of work. There are no other positions to which JCPenney associates at the Logistics Center have any “bumping rights,” which means that you have no contractual right to assume positions that are already filled by other associates. Nevertheless, JCPenney leadership will look to determine what, if any, jobs might be available at other JCPenney locations.

JCPenney will be providing outplacement services to Logistics Center associates impacted by this closing. In addition, the Wisconsin Department of Workforce Development (“DWD”) and the 11 Workforce Development Boards (“WDBs”) throughout the state work together to assist employees affected by business closings and layoffs. The services, programs, and benefits provided by the DWD and the WDBs to dislocated workers are free of charge and intended to help you get back to work. JCPenney will be partnering with the DWD and the local WDB so that you will get information about these services, programs, and benefits prior to your employment termination. The contact information for the local WDB serving Milwaukee County is:

Milwaukee Workforce Development Board  
2338 North 27<sup>th</sup> Street  
Milwaukee, WI 53210  
Phone: (414) 270-1709

Thank you for the time and effort you have dedicated to JCPenney. If you have any questions or need further information, please feel free to ask me at the Logistics Center, or you can call me at 414-259-2579.

Sincerely,

J. C. PENNEY CORPORATION, INC.

Patti Stawicki-Fischer  
Facility Senior Manager  
Wauwatosa Logistics Center