

[WARN Notice For Columbus Corporate Headquarters – Mayor and ODJFS]

December 19, 2024

Via Certified Mail and E-mail

Mayor Andrew Ginther
City Hall
90 West Broad Street
Columbus, Ohio 43215
E-mail: Mayorsoffice@columbus.gov

Department of Job & Family Services
30 E. Broad St.
Columbus, OH 43215
E-mail: rapdresp@jfs.ohio.gov

To Whom It May Concern:

In accordance with the Worker Adjustment and Retraining Act, 29 U.S.C. 2101 *et seq.* (“WARN Act”), Big Lots, Inc. is hereby providing you with notice that the company will commence a mass layoff at the Big Lots Corporate Headquarters located at 4900 East Dublin Granville Road, Columbus, Ohio 43081.

The mass layoffs are expected to commence the week of December 29, 2024, and are expected to be completed by April 2025. There is no union representative and there are no bumping rights. There are up to 555 employees who will have their employment permanently terminated, in the following positions:

Job Position	Number of Affected Employees
Accountant	1
Accounts Payable Manager	1
Accounts Payable Supervisor	1
Allocation Analyst I	1
Allocation Analyst II	3
Analyst, Indirect Tax	1
Analyst, Loyalty & Payments	2
AP Control Coordinator	1
AP Data Systems Mgr	1
AP Processing Coordinator	8
AP Sr Control Coordinator	1
AP Sr Processing Coordinator	1
Associate Buyer	14
Associate Communications Spec	1
Associate Relations Advisor	2
Benefits Administrator	1

Business Development Manager	1
Buyer	9
CEO Executive Assistant	1
Comp & Data Analytics Manager	1
Compensation Administrator	1
Compliance Specialist	1
Content Developer	1
Corporate AP Officer	4
Corporate Counsel, Real Estate	1
Counsel - Compliance	1
Counsel - Corporate	1
CRM Operations Analyst	1
Customer Experience Lead	1
Customs Compliance Specialist	1
Data Scientist	1
Database Administrator	1
Database Architect	1
DC Domestic Trans Coordinator	3
DC Domestic Transportation Mgr	1
Digital Designer	1
Digital Photographer	1
Digital Retouching Supv-Studio	1
Dir, Accounting Operations	1
Dir, Asset Protection	1
Dir, Communication & EventProd	1
Dir, Enterp Insights&Analytics	1
Dir, EV Sourcing& Business Dev	1
Dir, Global Inbound Logistics	1
Dir, Info Tech - Development	3
Dir, Merchandise Presentation	1
Dir, Merchandise Systems	1
Dir, Paid Media & Affiliate	1
Dir, Planning, Alloc & Repl	5
Director, Analytics and Procur	1
Director, Buying	1
Director, Creative & Studio	1
Director, CRM	1
Director, Customer Analytics	1
Director, Digital Experience	1
Director, Digital Ops & Analyt	1
Director, Domestic Transp	1
Director, Enterprise Strategy	1
Director, Financial Analytics	1

Director, Indirect Tax	1
Director, Infrastructure Svc	1
Director, Loyalty & Financing	1
Director, Marketing Operations	1
Director, Merchandise Control	1
Director, RE Analytics & Pln	1
Director, Real Estate	1
Director, Risk & Treasury	1
Director, Sales Audit & Inv	1
Director, SC Initiatives	1
Director, Supply Chain Ops	1
Director, Inventory Systems	1
Dir-Fac, Energy & Engin.	1
Domestic Trans Planning Anlyst	4
eComm Operations Coordinator	1
eCommerce Content Spec	1
eCommerce Ops Specialist	1
End User Support Analyst	1
End User System Engineer-Apple	1
End User Systems Engineer	1
Energy Analyst	1
Energy Engineering Coordinator	1
EVP, CFO & CAO	1
EVP, Chief HR Officer	1
EVP, Chief Legal & Gov Officer	1
Facility & Sustainability Coor	1
Facility Specialist	4
Front End Engineer	2
General Mgr, Transportation	1
Global Logistics Analyst	2
Global Sourcing Coordinator	3
Global Sourcing Manager	3
Global Sourcing Specialist	3
GM, Global Logistics	1
GO Maintenance Technician	2
HR Systems Administrator	1
HRIS Coordinator	2
HRIS Supervisor	1
Infrastructure Administrator	2
Inv Control Staff Accountant	1
Inventory Control Coord	2
IT Service Center Specialist	15
IT Service Management Lead	1

IT Systems Support Technician	3
Lead Application Analyst	5
Lead Business Analyst	1
Lead Business Intel Analyst	2
Lead Payroll Coordinator	1
Lead SAP Application Analyst	1
Lead Talent Acq Spec/ATS Admin	1
Lead Talent Acq Specialist	1
Lead Technical Analyst	1
Lead, OMNI Channel	1
Lease Administrator	1
Lease Auditor	1
Litgtn & Claims Lead Claims Ex	1
Litigation Paralegal	1
Logistics Finance Analyst	1
Manager, Allocation Analysis	1
Manager, Asset Protection	1
Manager, Benefits	1
Manager, Benefits Operations	1
Manager, Category Procurement	1
Manager, Consumer Research	1
Manager, Content	1
Manager, Digital Operations	1
Manager, Floor Planning	1
Manager, Lifecycle Marketing	1
Manager, Logistics Finance	1
Manager, Marketing Finance	1
Manager, Media	1
Manager, Merch Plan & Analysis	9
Manager, Network Services	1
Manager, Presentation Studio	1
Manager, Pricing	1
Manager, Property Management	1
Manager, Talent Relations	1
Master Data Analyst	1
Master Data Coordinator	1
Merch Coordinator, eCommerce	1
Merch Ctrl Pricing Ops Mgr	1
Merchandise Coordinator	27
Merchandise Planner	7
Merchandise Training Coord	1
Merchandiser, eCommerce	1
Mgr II, Merch Plan & Analysis	1

Mgr, AP Data Analytics	1
Mgr, App Development - HRIS	1
Mgr, Associate Relations	1
Mgr, Brand Development	1
Mgr, Business Analysis	1
Mgr, Compensation	2
Mgr, Corp Facilities & Support	1
Mgr, Creative Operations	1
Mgr, Customer Care	1
Mgr, Digital Merchandising	1
Mgr, Email Operations	1
Mgr, End User Computing	1
Mgr, Enterp Insights+Analytics	1
Mgr, Finance-Testing & eComm	1
Mgr, Financial Plng & Carrier	1
Mgr, Financial Reporting	1
Mgr, FP&A	1
Mgr, Indirect Tax	2
Mgr, Internal Communications	1
Mgr, Inventory Control	1
Mgr, IT Internal Audit	1
Mgr, IT Service Center	1
Mgr, Lease and Audit	1
Mgr, Market Research	1
Mgr, Marketing Communications	1
Mgr, Merch Anlys & Pln Sys Adm	1
Mgr, Private Brands Packaging	1
Mgr, Procurement Operations	1
Mgr, Protection Systems	1
Mgr, Sign Production	1
Mgr, Signage	1
Mgr, Str Ops Workforce Mgmt	1
Mgr, Talent Acquisition	1
Mgr,Application Development	4
Mgr,Talent Development	2
Mgr. Allocation&Replenishment	3
Mgr., AP Operations	1
Network Engineer	2
Network Ops Center Analyst	1
Omni-Channel Cstmr Care Splist	8
Packaging Specialist	1
Payroll Manager	1
Photography Supervisor	1

Platform Systems Administrator	1
Platform Systems Architect	1
President & CEO	1
PreTicketing & Production Coor	1
Pricing Analyst	1
Product Owner	1
Project Leader	1
Project Manager	1
Project Manager, Protect. Sys	1
Purchasing Agent	1
Quality Control Analyst	1
Real Estate Admin Analyst	1
Real Estate Analytics Analyst	1
Real Estate Legal Coord	1
Receptionist	1
Regional Admin Coordinator	1
Regional HR Manager	1
Replenishment Planner	10
Risk Management Coordinator	1
Sales Audit Staff Accountant	1
SAP Basis/NetWeaver Administr	2
SAP Solutions Architect	1
Senior Accountant	2
Senior Allocation Analyst	15
Senior Application Analyst	7
Senior Buyer	19
Senior Claims Examiner	3
Senior Executive Asst.	1
Senior Industrial Engineer	1
Senior Network Engineer	1
Senior Payroll Coord	6
Senior Purchasing Agent	2
Senior Research Coord	1
Settlements Coordinator	2
Spec., Marketing Content Prod	1
Specialist, eComm Site Content	1
Specialist, Marketing Signage	1
Specialist, Online Operations	1
Sr Accountant - Inv Control	2
Sr Analyst, Data and Transport	1
Sr Analyst, MC Pricing Ops	1
Sr Asset Protection Analyst	1
Sr Business Analyst	1

Sr Creative Services Coord	1
Sr CustomerCare Service Anlyst	1
Sr Data Scientist	1
Sr Digital Designer	3
Sr Domestic Trans Plan Anlyst	1
Sr Executive Assistant	4
Sr Financial Analyst - FP&A	1
Sr Financial Systems Analyst	1
Sr Graphic Designer	3
Sr Indirect Tax Analyst	2
Sr Info Security Analyst	1
Sr Infrastructure Admin	1
Sr Internal Auditor	2
Sr Lease Administrator	1
Sr Payroll Tax Analyst	1
Sr Platform Systems Admin	1
Sr Platform Systems Eng Mgr	1
Sr PLM Business Analyst	1
Sr Replenishment Bus Analyst	1
Sr Settlements Coordinator	1
Sr Site Merchandiser, eComm	1
Sr Space Planning Analyst	2
Sr Spec, Brand Development	1
Sr Spec, eComm Site Content	1
Sr Spec., Multimedia Proj	1
Sr Splst eComm Product Content	1
Sr Store Control Coord	2
Sr Store License Coord	1
Sr Supply Chain Data Analyst	1
Sr Systems Support Specialist	1
Sr Talent Acquisition Spec	2
Sr Tax Coordinator	2
Sr Treasury Analyst	1
Sr, FP&A Analyst	1
Sr, Transportation Fincl Analy	1
Sr,IT Service Cntr Specialist	2
Sr. Analyst, Inv. Control Sys	1
Sr. Content Developer	1
Sr. Information Security Engin	1
Sr. Paralegal, Real Estate	1
Sr. Product Owner	1
Sr. Social Media Specialist	1
Sr.Talent Developmt Specialist	1

Store Control Coordinator	2
Store Operations Specialist	1
Store Ops Support Analyst	1
Store Ops Support Manager	1
Store Planning Manager	1
Str Ops Process Manager	1
Supervisor, Benefits	1
Supervisor, Corp.AP & Safety	1
Supervisor, Facilities Admin	1
Supervisor, IT Service Center	3
Supervisor, Sales Audit	1
Supervisor,POS Repair	1
Supv, CHQ Maintenance	1
Supv, Customer Care	2
SVP, Chief Stores Officer	1
SVP, Chief Supply Chain Ofc	1
SVP, Corporate Finance	1
SVP, Extreme Value Sourcing	1
SVP, GMM	2
SVP, Marketing & eCommerce	1
SVP, Planning, Allocatn & Repl	1
Talent Acquisition Specialist	3
Technical Architect	7
Technical Architect - Data	1
Telecommunications Engineer	1
Treasury Specialist	1
Trend Manager	1
Vendor Compliance Manager	1
VP, Creative	1
VP, DMM	4
VP, eCommerce	1
VP, Extreme Value Sourcing	1
VP, Finance-eCommerce &OmniChl	1
VP, FP&A	1
VP, Global Sourcing	1
VP, Information Security	1
VP, Infrastructure & Services	1
VP, Int Comms, Philan & Events	1
VP, Internal Audit	1
VP, Legal - Real Estate	1
VP, Marketing & Communications	1
VP, Performance Marketing	1
VP, Planning, Alloc, & Replen	3

VP, Real Estate	1
VP, Store Operations	1
VP, Supply Chain Strategy	1
VP, TA & Assoc Relations	1
VP, Talent Development & DC HR	1
VP, Tax & Treasurer	1
VP, Total Rewards	1
WMS Super User	1
Workers Comp Sr Claim Examiner	1

Any questions regarding this Notice should be directed to Colin Coburn, VP of Talent Acquisition and Associate Relations at 614-278-7066.

Thank you for your attention to this matter.

Be well,

Michael A. Schlonsky

EVP, Chief Human Resources Officer