



November 2, 2023

Breeyn Handberg
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
Office of Workforce Development
P.O. Box 182105
Columbus, OH 43218
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rapdresp@ifs.ohio.gov

Dear Administrator Handberg:

This letter is being issued in accordance with any possible obligation under the federal Worker Adjustment and Retraining Notification Act ("WARN") to notify you that Amazon will be separating approximately 90 employees at its KCM1 facility at 3985 Gramercy St Space A-108, Columbus, OH 43219 (the "Facility").

Employee separations resulting from this action are expected to be effective on January 2 and January 23, 2024. All affected employees have been or will be notified of their employment separations at least 60 days before their separations are scheduled to occur. Affected employees who accept internal transfer opportunities at Amazon prior to their separation date will not be separated as a result of this action. The entire Facility is expected to close after completion of this action.

Employee separations resulting from this action are expected to be permanent. The affected employees are not represented by a union or any other collective bargaining representative. Amazon and its affiliates do not allow separated employees to displace any other employee based on seniority or any other factor (i.e., no "bumping rights" exist). A list of the job titles held by the above-referenced affected employees, and the number of affected employees holding each such job title, is attached hereto.

Affected employees who are separated as a result of this action will be paid all wages and other benefits to which they are entitled (if any) through their date of separation, provided they do not resign from their employment with Amazon prior to that date. On or before the effective date of each employee's separation, Amazon will provide information concerning benefits available under separate cover to eligible affected employees.

We are providing you with this notice based upon the best information available to us at this time. We believe that this notice fully complies with any applicable WARN requirements, to the extent applicable, and do not plan to provide you future notices with respect to this action. We wish to provide you with notices that are helpful, rather than inundate you with repeated or intermittent updates. However, please let us know if you would like us to provide you with future notices or additional information.

This notice is given based upon the best information available to Amazon at this time. For further information regarding this matter, please contact the undersigned at wagmarth@amazon.com.

Sincerely,

DocuSigned by:
A handwritten signature in black ink that reads "Cabell Wagner".
Cabell Wagner

Director Worldwide Amazon Grocery Stores
Enclosure



LIST OF AFFECTED JOB TITLES AT THE FACILITY

<u>Facility</u>	<u>Job Title</u>	<u>Number of Affected Employees Holding Job Title</u>
KCM1	General MKTG I	2
KCM1	General MKTG II	1
KCM1	Manager I, Retail Store	3
KCM1	Manager II, Retail Store	1
KCM1	Manager III, Retail Store	1
KCM1	Retail Store Associate I	66
KCM1	Retail Store Associate III	16

In Process