



MARCH 1, 2024

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**VIA FEDEX AND ELECTRONIC MAIL**

Matt Damschroder  
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**RE: Notice of Facility's Closure**

Mr. Damschroder and Ms. Handberg:

As you know, BrightView Landscapes, LLC (the "Company") is conducting a reduction in force of BrightView Enterprise Solutions, LLC ("BES") located at 6530 W. Campus Oval #300, New Albany, OH 43054 (the "Facility"). This letter is being provided pursuant to the federal Worker Adjustment and Retraining Notification (WARN) Act, as the reduction in force may constitute a mass layoff under the WARN Act.

The reduction in force impacting employees at the Facility will begin on May 1, 2024 (or within 14 days thereafter). The employment terminations resulting from the reduction in force are expected to be permanent, and they will occur over a period of time. None of the affected employees have bumping rights in connection with the Facility's reduction in force pursuant to a collective bargaining agreement or otherwise.

Separations will occur on an as needed basis. The Company anticipates that the first separations will occur on May 1, 2024 (or within 14 days of that date) with all separations accomplished by June 1, 2024 (or within 14 days of that date). In total, the Company expects that up to 86 individuals will permanently lose their current positions in conjunction with the reduction in force.

If you have any questions or want additional information concerning this matter, please contact Laura McFadden, Human Resources Business Partner, 614.736.2302, [Laura.Mcfadden@brightview.com](mailto:Laura.Mcfadden@brightview.com).

Sincerely,

Jeff Robinson  
SVP, Human Resources