

Received: 3/13/2024 @ 5:26pm

February 5, 2024

Mr. David McCall
President
USW Local 1104-03
60 BLVD of the Allies
Pittsburgh, PA 15222

Re: WARN Notice of Plant Closing and/or Mass Layoff

Dear Mr. McCall,

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to affected employees of a pending plant closing or mass layoff, as defined by the Act, at our Elyria, Ohio facility. This closing may rise to the level necessary to trigger WARN Act notice. First Student is providing this advance, written notice to, among other things; assist you in preparing for and adjusting to the upcoming transition. The layoffs resulting from this closing are expected to be permanent, and the facility is expected to be closed.

As you may be aware, First Student lost the Elyria City School District contract. As a result of these sudden, unforeseen business circumstances First Student expects its Elyria, Ohio facility, located at 42242 Albrecht Road, Elyria, OH 44035 to experience a permanent closing. Our last day at this location is June 30th, 2024.

All of the approximately 74 bargaining unit employees may be subjected to a layoff. A list of these employees was provided. However, it is probable that first Student will have transfer opportunities available for employees at other facilities.

If you have any questions, please contact me at (513) 678-4838. Please send copies of this notice to any other local officials that your office believes would benefit from receiving it.

Sincerely,

Tina Winebrenner
Region Human Resources Manager

CC:

Mayor Kevin A. Brubaker
131 Court Street, Suite 301.
Elyria, OH 44035

State Rapid Response Dislocated Worker Unit:
Breeyn Handberg, Rapid Response Program Administrator
Ohio Department of Job and Family Services
rapdresp@jfs.ohio.gov

Job Titles and Number of Affected Employees:

| Row Labels | Employee Count |
|-------------------------|----------------|
| Dispatcher | 2 |
| Driver CDL | 41 |
| Driver in Training | 3 |
| Driver Non-CDL | 6 |
| Location Manager | 1 |
| Location Safety Manager | 1 |
| Monitor/Aide | 22 |
| Technician | 2 |
| Tech in Charge | 1 |
| Trainer | 2 |
| Grand Total | 81 |