

August 15, 2025

Breeyn Tarr, Delivery Manager
Ohio Job & Family Services & Rapid Response Team
rapdresp@jfs.ohio.gov

Re: WARN Notice of Mass Layoff at Cincinnati location

To Whom It May Concern:

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 Cincinnati, OH facility. This mass layoff may rise to the level necessary to trigger WARN Act notice. First Student is providing this advance, written notice to, among other things; assist affected employees in preparing for and adjusting to the upcoming transition. The layoffs resulting from this reduction are expected to be permanent.

The local public school district decided not to utilize as many First Student monitors on school buses for the 2025-2026 school year. As a result of these sudden, unforeseen business circumstances, First Student expects to layoff 39 part-time monitors located at 100 Hamilton Blvd. Cincinnati, OH 45215. The date for the layoffs will occur on August 20, 2025.

If you have any questions, please contact me at 513-814-9069.

Respectfully,

Brian Zak

Brian Zak
Area Human Resources Manager

Cc: Mayor Steve Crase
601 Elliott Avenue
Arlington Heights, OH 45215

Teamsters Local 100
2100 Oak Rd.
Cincinnati, OH 45241

Enclosure

Position	Count
Monitor/Aide	39

Received: 8/15/2025 @10:18am



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Re: WARN Notice of Mass Layoff at Cincinnati location

To Whom It May Concern:

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 Cincinnati, OH facility. This mass layoff may rise to the level necessary to trigger WARN Act notice. First Student is providing this advance, written notice to, among other things; assist affected employees in preparing for and adjusting to the upcoming transition. The layoffs resulting from this reduction are expected to be permanent.

The local public school district decided not to utilize as many First Student monitors on school buses for the 2025-2026 school year. As a result of these sudden, unforeseen business circumstances, First Student expects to layoff 56 part-time monitors located at 100 Hamilton Blvd. Cincinnati, OH 45215. The date for the layoffs will occur on August 20, 2025.

If you have any questions, please contact me at 513-814-9069.

Respectfully,

Brian Zak

Brian Zak
Area Human Resources Manager

Cc: Mayor Steve Crase
601 Elliott Avenue
Arlington Heights, OH 45215

Teamsters Local 100
2100 Oak Rd.
Cincinnati, OH 45241

Enclosure

Position	Count
Monitor/Aide	56