

August 3, 2026

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Breeyn Tarr

Rapid Response & WIOA Adult and Dislocated Worker Program Administrator

Office of Workforce Development

P.O. Box 182105

Columbus, OH 43218-2105

Re: **WARN ACT NOTICE for**

**7427 Hamilton Enterprise Park Dr, Hamilton, OH 45011 – the “Local Facility”**  
**(State Dislocated Worker Unit)**

This letter shall serve as formal notice that 80 Acres Urban Agriculture, Inc. d/b/a/ 80 Acres Farms (the “Company”) is permanently winding down its business due to unforeseen business circumstances. Because the number of positions being eliminated at our Local Facility may be considered a “mass layoff” under the law, out of an abundance of caution, the Company is providing this notice pursuant to Section 2102(a)(1) of the Worker Adjustment and Retraining Notification (“WARN”) Act.

This has been a difficult situation for the Company and we are giving you as much notice as practicable in accordance with the unforeseeable business circumstances exception under the federal WARN Act, 29 U.S.C. §§2101, et seq. Unfortunately, unfortunately, until immediately before this notice was issued, the Company was actively engaged in negotiations regarding a potential acquisition that, if completed, was expected to provide the funding necessary to continue operations and avoid or postpone the closure. The negotiations had progressed, and the Company reasonably believed the transaction would move forward. However, on the evening of August 2, 2026, the prospective acquirer unexpectedly withdrew from the transaction. Without the anticipated transaction proceeds and with no other funding available to sustain operations, the Company was required to make the immediate decision to wind down its business. The Company is providing this notice as soon as practicable after learning that the transaction would not proceed.

The reduction in the number of positions at our Local Facility will be permanent and may result in an “employment loss”, as that term is defined under the applicable law, for the employees identified in Appendix A. There are no unionized employees at the Local Facility, so bumping rights for unionized employees do not apply. We expect that these position reductions will occur between August 3, 2026 and August 17, 2026.

Attached to this letter as Appendix A is a list of those employees at the Local Facility whose position is being impacted, identified by job titles and the number of affected employees in each job classification.

The Company official to contact for further information is Mike Zelkind at 1-888-574-1569.

Sincerely,

Mike Zelkind, Chief Executive Officer and Co-Founder

Tisha Livingston, President and Co-Founder

## **APPENDIX A**

The following is a list of employees at the Local Facility whose position is being eliminated, identified by job title and followed by the number of affected employees in each job classification:

| <u>Job Title</u>                       | <u>Number</u> |
|----------------------------------------|---------------|
| Accountant, Cost                       | 1             |
| Accounting Manager                     | 1             |
| Accounts Payable Specialist            | 2             |
| Accounts Receivable Specialist         | 1             |
| Analyst, Digital                       | 1             |
| AP & AR Coordinator                    | 1             |
| Brand Manager                          | 1             |
| Buyer, Replenishment                   | 1             |
| Chief Executive Officer                | 2             |
| Chief Financial Officer                | 1             |
| Chief Intellectual Property Officer    | 1             |
| Continuous Improvement Project Manager | 1             |
| Creative & Marketing Manager           | 1             |
| Customer Service Manager               | 1             |
| Director, CI                           | 1             |
| Director, Engineering                  | 1             |
| Director, Growing                      | 1             |
| Director, Product Development          | 1             |
| Director, S&OP                         | 1             |
| Director, Sales                        | 1             |
| Finance Apprentice                     | 1             |
| Financial Systems Manager              | 1             |
| Head of Operations                     | 1             |
| Head of People                         | 1             |
| Lead Accountant                        | 1             |
| Lead Accountant, Cost                  | 1             |
| Lead Analyst, Service Desk             | 1             |
| Lead Buyer, Capital                    | 1             |
| Lead Engineer, Machine Learning        | 1             |
| Lead Engineer, Mechanical              | 1             |
| Lead Engineer, Projects                | 1             |
| Lead Grow Specialist                   | 1             |
| Lead People Operations Specialist      | 1             |
| Lead Senior Counsel                    | 1             |

|                                         |   |
|-----------------------------------------|---|
| Manager, Market Activation              | 1 |
| Manager, Supplier Programs              | 1 |
| Marketing Fabrication Technician        | 1 |
| Office Manager                          | 1 |
| Paralegal                               | 1 |
| Project Manager                         | 1 |
| Reliability Maintenance Manager         | 1 |
| Sales Specialist                        | 1 |
| Senior Account Manager, Alt Channels    | 1 |
| Senior Account Payable Specialist       | 1 |
| Senior Crop Optimization Manager        | 1 |
| Senior Designer                         | 1 |
| Senior Director, Cost Accounting        | 1 |
| Senior Engineer, Electrical/Controls    | 1 |
| Senior Manager, Category Strategy       | 1 |
| Senior Manager, Data Analytics          | 1 |
| Senior Manager, MRP                     | 1 |
| Senior Manager, Payroll & Benefits      | 1 |
| Senior People Partner                   | 1 |
| Senior Project Architect                | 1 |
| Senior Project Manager                  | 2 |
| Virtual Design and Construction Manager | 1 |
| VP, Brand Marketing                     | 1 |
| VP, Consumer Marketing                  | 1 |
| VP, Controllershship & Accounting       | 1 |
| VP, Corporate Finance                   | 1 |
| VP, Operations                          | 1 |
| VP, Program Management                  | 1 |
| VP, Quality & Safety                    | 1 |
| Farm Manager                            | 1 |
| Farm Supervisor                         | 3 |
| Farm Technician 1                       | 8 |
| Fulfilment                              | 1 |
| Grower Supervisor                       | 1 |
| Grower Technician 1                     | 1 |
| Grower Technician 2                     | 2 |
| Line Lead                               | 8 |
| Machine Operator 1                      | 2 |
| Maintenance Manager                     | 1 |
| Maintenance Scheduler                   | 1 |
| Maintenance Technician 1                | 2 |

|                              |    |
|------------------------------|----|
| Maintenance Technician 2     | 2  |
| Operations Coordinator       | 1  |
| Packer 1                     | 21 |
| Packer 2                     | 8  |
| People Operations Generalist | 1  |
| Quality & Safety Supervisor  | 1  |
| Quality Technician 1         | 3  |
| Quality Technician 3         | 2  |
| Sanitation Lead              | 1  |
| Sanitation Technician 1      | 4  |
| Sanitation Technician 2      | 1  |
| Shipping & Receiving Clerk 1 | 2  |
| Shipping & Receiving Lead    | 1  |