Received: 11/9/2026 @ 11:27am

November 5, 2026

Via Email	***Via U.S. Mail***
Breeyn Tarr Rapid Response Program Delivery Manager Ohio Department of Job & Family Services rapdresp@jfs.ohio.gov Christie Ward, Mayor Village of Lockbourne, OH christie.ward@lockbourneohio.us *cc: Kendall Collins, Village Administrator* *kendall.collins@lockbourneohio.us*	Franklin County Commissioner 373 S. High Street, 26th Floor Columbus, OH 43215

Re: Discontinuation of CEVA Supply Chain, Inc.'s (f/k/a FedEx Supply Chain, Inc.) (FEIN 25-1766580)) Co-Pack Operations in Support of its Customer at 9570 Logistics Ct, Lockbourne OH 43137

To Whom it May Concern:

This letter is to inform you that CEVA Supply Chain, Inc. (f/k/a FedEx Supply Chain, Inc.) will be discontinuing a portion of its operations in support of its customer at the facility located at 9570 Logistic Ct, Lockbourne, OH 43137 (the "Facility"). This action is necessitated by the customer's decision to insource the Co-Pack portion of the operations currently supported by CEVA Supply Chain at the Facility (the "Transition"). As a result, CEVA Supply Chain will no longer provide Co-Pack services for the customer at the Facility, and positions supporting the Co-Pack operations may be affected by the Transition.

The discontinuation of the Co-Pack operations at the Facility is expected to be permanent. Employee separations associated with this transition are expected to occur in phases. The initial phase, impacting 32 employees, is expected to occur during the first week of January 2027, with subsequent phases anticipated during the first week of April 2027 and the first week of June 2027.

Overall, approximately 120 employees are expected to be impacted by the transition. Affected employees will receive written notice under the Worker Adjustment and Retraining Notification Act (WARN) identifying their individual separation dates. A copy of the employee notice is attached for reference.

CEVA Supply Chain currently employs 120 employees at the Facility in support of the Co-Pack operations affected by the Transition. A list of affected positions and the names of employees currently holding those positions is attached. Affected employees will be paid wages and provided

benefits through their last day of employment with CEVA Supply Chain. Any retirement and group insurance benefits to which employees are entitled will be provided in accordance with the terms of the applicable employee benefit plans. No seniority-based bumping rights exist, and none of the affected employees are represented by a union or covered by a collective bargaining agreement.

CEVA Supply Chain will provide affected employees with information regarding available internal employment opportunities for which they may be qualified and encourage them to apply.

To the extent this action constitutes a mass layoff or plant closing under the Federal Worker Adjustment and Retraining Notification Act and/or any applicable state or local laws, this letter is intended to satisfy any applicable notice requirements.

For further information, you may contact me at 717.356.1635 or kelly.okonski@cevalogistics.com.

Media questions can be directed to CEVA Logistics Media Hotline email at media@cevalogistics.com.

Sincerely,

Kelly J. Okonski
East Regional HR Manager, CEVA Logistics

Number Impacted:	**Job Title:**	**Layoff Dates:**
(28)	Warehouse Workers	1/8/2027
(5)	Clerk Quality	1/8/2027

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Ohio Department of Job and Family Services

WARN Notice Submission Form (JFS 00039)

Department of Job & Family Services

Thank you for contacting Ohio's Rapid Response Unit to submit your WARN Notice. This submission form will help you successfully submit your WARN Notice for state processing and public posting purposes.

Please also include a Worker List with your completed WARN Notice submission form. (see page 3)

It is the employer's responsibility to notify your elected government official for the county where this mass layoff or closure will take place, in addition to submitting this WARN Notice submission form. To locate your municipal corporation and county elected government official, please visit: Ohio Elected Official Roster (pg. 22)

When completed, please email this WARN Notice submission form, along with your Worker List, to the Rapid Response mailbox: rapdresp@jfs.ohio.gov. You will be notified within 24 hours (M-F) that the Rapid Response Unit received your WARN Notice. Next, a Rapid Response Coordinator will follow up to offer no-cost services, such as unemployment benefit information, re-employment and training assistance for your affected employees, through this time of transition and change.

Please do not hesitate to contact the Rapid Response mailbox at any point during this submission process: rapdresp@jfs.ohio.gov. The state of Ohio is here to help!

Section 1. Terms and Conditions

The Ohio Department of Job and Family Services (ODJFS) maintains this WARN Notice submission form (JFS 00039) when publicly accessed through the ODJFS WARN Notice website. By completing this WARN Notice submission form, you agree to these terms and grant ODJFS permission to distribute, reformat and publicly display your WARN Notice in accordance with federal and state laws and regulations. As a public agency, ODJFS is subject to the requirements of the Ohio Public Records Act. Please be aware your WARN Notice submission form (JFS 00039) is not confidential or an exempt record under Ohio and federal laws and will be posted for public access. Information received via the ODJFS WARN website as well as this WARN Notice submission form, should not be relied upon for personal, legal or financial decisions and you should consult an appropriate professional for specific advice tailored to your situation. *Worker Lists submitted with employee contact information are excluded from public access and will be handled confidentially; see page 3.

I have read and agree to these Terms and Conditions: ☒ YES ☐ NO

Signature	**Date**
[signature]	11-5-26

Section 2. Employer Information

Employer Name CEVA Supply Chain, Inc. (f/k/a FedEx Supply Chain, Inc.)
Employer Address (Street, City, Zip code) 9570 Logistics Ct, Lockbourne, OH 43137
Federal Employer Identification Number (FEIN) (If Available) 25-1766580
North American Industry Classification System (NAICS Code) (If Available)
Please describe the actions taken to mitigate the impact of the employment loss. Affected Co-Pack employees have been directed to the company's career site and made aware of available employment opportunities within other departments at the facility. Employees have been encouraged to review and apply for available positions for which they may

Section 3. Reason for Layoff/Closure (Check all appropriate)

Financial Difficulties	☐ YES	Mergers and Acquisitions	☐ YES
Economic Downturn	☐ YES	Strategic Shifts	☐ YES
Technological Advancements that impact Human Labor	☐ YES	Supply Chain Issues	☐ YES
Market Competition	☐ YES	Natural Disasters	☐ YES
Decline in Demand for Product or Service	☐ YES	Debt Obligations	☐ YES
Regulatory Changes	☐ YES	Other	☒ YES

Section 4. Facility Information where Layoff/Closure is Taking Place

Is the Layoff/Closure taking place at the Employer address listed in Section 2: Employer Information?

☒ YES ☐ NO

If the Layoff/Closure is NOT taking place at the Employer address in Section 2, please enter additional Facility location/s (Facility Name, Address, City, Zip code)

N/A

Contact Person/s for additional Facility address (Name, Email Address, Phone Number)

N/A

*If there is more than (1) Facility Location where Layoff/Closures are taking place, please include # of Affected Employees at each facility location.

Section 5. WARN Notice Details

Type of Notice

(Temporary Layoffs lasting less than (6) months do not require WARN Notice Submission)

Closure: ☐ YES **Layoff**: ☒ YES

Does this amend/change/update an existing WARN Notice already filed? ☐ YES ☒ NO

If this submission amends, changes, updates an existing WARN Notice, please explain how.
(Date Change; Number of Affected Employees, etc.)

This Layoff/Closure will take place on (1) date for all affected employees: ☐ YES **Layoff/Closure Date**:

This Layoff/Closure will involve a phased series of layoffs (multiple dates) for all affected employees: ☒ YES

Please list your phased series of layoffs by Date of Layoff and Number of Affected Employees for each phase.
(If layoffs occur at more than (1) facility, please list facility name per phase)

Dates and/or Date Ranges of Phased Layoffs	# of Affected Employees	List Facility Location IF Layoff/Closure is Occurring at more than (1) Facility
1. January 8, 2027	33	N/A
2. April, 2027	44	N/A
3. June, 2027	43	N/A
4.		
5.		
6.		

Section 6. Affected Employees

Total Number of Affected Employees (Enter Number)
120

The Ohio Department of Job and Family Services (ODJFS), in accordance with the Worker Adjustment and Retraining Notification (WARN) Act and Ohio Revised Code § 4113.31, requests that employers submitting a WARN Notice also provide a list of affected employees. This list should include the following information for each impacted individual:

- Job Title
- Anticipated Layoff Date
- Full name
- Phone number and/or Email address

Pursuant to Ohio Revised Code Chapters 1347 and 149, and applicable federal confidentiality laws, all employee contact information provided to the Ohio Department of Job and Family Services (ODJFS) shall be treated as confidential and exempt from public disclosure. ODJFS shall not initiate contact with any listed employees without the employer's prior consent and/or until after the effective layoff date. Employers retain full discretion over the timing and method of communication with affected employees. Access to such information is restricted to authorized personnel and used exclusively for the administration of workforce development programs, including Rapid Response services under the Workforce Innovation and Opportunity Act (WIOA).

Click here: "Ohio WARN Notice Requirements & **Forms" to download a WARN Notice Worker List Spreadsheet (JFS 00040) for convenience.** Attach Worker List when emailing your WARN Notice to: rapdresp@jfs.ohio.gov

Section 7. Additional Information

Does your business have Union Representation?
☐ YES ☒ NO
If your business is represented by a Union/s, please provide the Union Name, Union Representative Name, Email Address, Phone Number. N/A
Will Bumping Rights be in Place for the Affected Employees?
☐ YES ☒ NO
Will Severance be available for the Affected Employees?
☒ YES ☐ NO Unknown

Will you provide information on how affected employees can access unemployment insurance benefits?
☒ YES ☐ NO ☐ Unknown
Will you provide information about available services for the affected employees, including job placement assistance, retraining programs, or counseling.
☐ YES ☐ NO ☒ Unknown

Section 8. Company Contact

Enter **Company Contact Person**'s Name, Phone Number and Email Address if the Ohio Department of Job and Family Services has additional questions pertaining to this WARN Notice.
Kelly J. Okonski 717-356-1635 kelly.okonski@cevalogistics.com

Section 9. Employer Certification

By signing this form, I attest to the best of my knowledge that the WARN Notice information submitted on behalf of my company is complete and accurate.	
Signature	Date 11-5-26

Please send completed WARN Notice Submission Form and Worker List to rapdresp@jfs.ohio.gov