October 29, 2026

Received October 30, 2026 @6:52am

Via Electronic Mail: rapdresp@jfs.ohio.gov
Ohio Department of Job & Family Services
30 E Broad St.
Columbus, OH 43215

Re: Notice of Layoffs – Endeavors' Administration for Children and Families Contract

Dear Sir or Madam:

Pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, I am writing to you regarding the planned layoffs of certain employees of Family Endeavors, Inc. ("Endeavors").

Since January 1, 2021, Endeavors has provided home study services and post release services to unaccompanied children under a contract with the U.S. Department of Health and Human Services' Administration for Children and Families set to expire on December 31, 2026 (the "Contract"). Although the Contract has previously been renewed each year, three (3) weeks ago we were informed that the Administration for Children and Families will not renew the Contract.

Due to these business circumstances, Endeavors will begin preparations to end its operations servicing the contract during the next few months. As a result, all 9 of the Ohio-based employees assigned to the Contract will be laid off on December 31, 2026. A small number of employees may receive offers to transfer to other Endeavors positions or locations, but no transfer offers have been extended at this time, and any employees who receive such an offer but reject it will be laid off as stated above.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment on December 31, 2026.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this facility closure.

A list of the job positions that will be affected by these events and the number of affected employees in each position is enclosed with this letter as Exhibit A.

Should you have any questions or require further information, please contact Bruce Knott, Senior Director of People Operations, at (210) 294-4787 or beknott@endeavors.org for further information.

Sincerely,

Bruce E. Knott
Senior Director of People Operations, Endeavors

EXHIBIT A

Title	# Impacted
Case Manager Level 1 HSPRS	2
Case Manager Level 2 HSPRS	6
Program Compliance Specialist	1