

July 8, 2022

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count. None of Zone Safety's employees are represented by a union or subject to a collective bargaining agreement, and no bumping rights exist.

By providing this notice, Zone Safety does not concede that the WARN Act applies or that the various WARN Act notices are required. The information contained in this letter is based on the best information available to the Zone Safety at this time. As permitted by 20 C.F.R. § 639.7(f), Zone Safety maintains other information required by 20 C.F.R. § 639.7(e) on site and readily accessible. For further information or to review the material required by 20 C.F.R. § 639.7(e), please contact me at (440) 657-2579 or email me at julie.zonesafety365@gmail.com.

Sincerely,

Julie Reichard

Julie Reichard
Owner/President/CEO
julie.zonesafety365@gmail.com



27100 Royalton Road
Columbia Station, OH 44028
www.zonesafety365.com

July 8, 2022

VIA EMAIL (rapdresp@jfs.ohio.gov)
Ohio Department of Job and Family Services
Rapid Response Program Administrator
Office of Workforce Development
4020 E. Fifth Avenue
Columbus, OH 43219

VIA EMAIL (Trustees@columbiatwp.us)
Columbia Township, Ohio Trustees
Town Hall
25496 Royalton Road
Columbia Station, OH 44028

Received July 8, 2022 at 2:43 A.M.

To Whom It May Concern:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (the "WARN Act"). Zone Safety LLC ("Zone Safety") located at 27100 Royalton Road, Columbia Station, Ohio will layoff approximately 77 employees beginning on or about July 9, 2022 and ending no later than July 16, 2022. These layoffs may constitute a "mass layoff" under the WARN Act.

As permitted under 20 C.F.R. § 639.9, this notice is provided to you with less than 60-days' notice, as this "mass layoff" was caused by unforeseeable business circumstances. More specifically, this layoff is the direct result of Dominion Energy abruptly cancelling its contracts with my company. Dominion Energy did this without any notice whatsoever via a letter that Dominion Energy emailed to me on the afternoon of July 7, 2022. In this completely unexpected July 7, 2022 letter, Dominion Energy terminated "all agreements" with Zone Safety effective July 9, 2022, with today July 8, 2022 being Zone Safety's last day performing any services for Dominion Energy.

Dominion Energy is a principal client of Zone Safety, and Dominion Energy constitutes the vast majority of Zone Safety's business. Prior to receiving Dominion Energy's July 7, 2022 letter, Zone Safety had no idea Dominion Energy intended to terminate its contracts with Zone Safety. Dominion Energy's termination of its contracts with my company was a sudden, dramatic, and unexpected action completely outside Zone Safety's control.

Absent Dominion Energy reversing its decision to terminate its contracts with Zone Safety, which does not appear to be likely, these layoffs are expected to be permanent. Zone Safety's 27100 Royalton Road location will continue to operate but at a significantly reduced employee