

Received: 6/16/2026 @ 7:10am



June 15, 2026

VIA EMAIL

Jenni Hampton
Kentucky Career Center
Office of Employer & Apprenticeship Services
500 Mero Street, 4th Floor
Frankfort, KY 40601
jennifer.hampton@ky.gov

City of Lexington
Office of the Mayor
Linda Gorton
200 East Main Street
Lexington, KY 40507
mayor@lexingtonky.gov

And addresses on attached list

To Whom It May Concern:

We are writing to give you notice of a personnel action that may be deemed to trigger the notice requirements under the Worker Adjustment and Retraining Notification Act ("WARN").

In June, 2026, Vestis Services, LLC ("**Vestis**") entered into a strategic relationship with Cognizant Technology Solutions U.S. Corporation ("Cognizant") pursuant to which Cognizant will assume responsibility for certain company functions. As a result of this arrangement, certain Vestis employees, many of whom work remotely from their homes at various locations throughout the United States, will be terminated. We do not believe this will trigger the notice requirements under WARN because we do not believe the remote employees should be counted in our single site analysis to determine WARN's application. Nonetheless, the purpose of this letter is to provide you with information specified by WARN.

The affected employees are listed below. They were provided written notice of their termination by email on June 15, 2026. The terminations will take place 60 days or more after the date notice was provided. This arrangement will be permanent and no bumping rights exist. None of the employees are covered by a collective bargaining agreement.

Affected Customer Service/Remote Employees.

Affected Customer Service/Remote Employees are listed below. The total number of remote/work from home Customer Services employees whose employment

will be terminated is 75 [i.e., not one-third of the workforce]. At your request, we will provide their home addresses.

Job Title	Home State	Number of Employees
Rep-Cstmr Svc SS	Illinois	1
Rep-Cstmr Svc SS	Kentucky	37
Re-Sr-Cstmr Svc SS	Kentucky	3
Rep-Cstmr Svc SS	Maryland	3
Rep-Cstmr Svc	Minnesota	1
Rep-Cstmr Svc SS	New York	1
Rep-Cstmr Svc SS	North Carolina	1
Rep-Cstmr Svc SS	Ohio	2
Rep-Cstmr Svc SS	Pennsylvania	5
Rep-Cstmr Svc SS	Texas	1
Rep-Cstmr Svc	Virginia	18
Rep-Cstr Svc SS	Virginia	1
Spvr-Call Ctr-ADS	Virginia	1
Total		75

If you have any questions or require further information, please do not hesitate to contact Steven Friedman, VP, Employment Practices, at steven.friedman@vestis.com.

Best regards,

Grant Studdard

Vice President, Human Resources

Enclosures

Additional addresses

As indicated in the letter, the affected employees are all remote. The below addressees are receiving a copy of the notice for informational purposes because one or more affected remote employees resides in their jurisdiction. The number of employees in each jurisdiction is listed below the address for that jurisdiction.

Illinois Department of Commerce & Economic Opportunity Office of Employment & Training
Attention: John Ray
1011 South Second Street
Springfield, IL 62704
CEO.WARNSubmission@Illinois.gov

Number of employees: 1

Sheila Bouloubassis
Manager, Dislocation Services Unit (Trade & Rapid Response)
Maryland Department of Labor
1100 N Eutaw St
Room 209
Baltimore, MD 21201
sheila.bouloubassis@maryland.gov
dlwdalwarn-labor@maryland.gov

Number of employees: 3

Minnesota Department of Employment and Economic Development
Jason Wadell
Great Northern Building
180 East Fifth Street,
St Paul, MN 55101-1678
WARN.DEED@state.mn.us

Number of employees: 1

Regenna Darrah
Statewide Rapid Response Coordinator
New York State Department of Labor | Business Engagement
Harriman State Office Campus
Building 12, Room 425, Albany NY 12240
Email: Regenna.Darrah@labor.ny.gov

New York State Department of Labor
WARN@labor.ny.gov

Number of employees: 1

North Carolina Department of Commerce
Division of Workforce Solutions
ATTN: Rapid Response Team
4316 Mail Service Center
Raleigh, NC 27699-4316
warn@commerce.nc.gov

Number of employees: 1

Breeyn Tarr
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator
Office of Workforce Development
P.O. Box 182105
Columbus, OH 43218-2105
breeyn.handberg@jfs.ohio.gov

Ohio Department of Job & Family Services
Rapid Response and Layoff Aversion
rapdresp@jfs.ohio.gov

Number of employees: 2

Steve Wolf
Rapid Response / TAA State Coordinator
Pennsylvania Department of Labor & Industry
651 Boas St
Rm 1220
Harrisburg, PA 17121
Stewolf@pa.gov

Pennsylvania Department of Labor & Industry (Bureau of Workforce Partnership and Operations)

RA-LI-BWPO-Rapid@pa.gov

Number of employees: 5

Camea Dukes
State Rapid Response Coordinator
Texas Workforce Commission
101 E 15th St
Room 440T
Austin, TX 78778
(737) 471-1299
camea.dukes@twc.texas.gov

Texas Workforce Commission (Dislocated Worker Unit)

warn.list@twc.texas.gov

Number of employees: 1

Brett Tavel, MPA
State Rapid Response & Special Projects Coordinator | Virginia Works
2221 Edward Holland Dr.
Richmond, VA 23230
Brett.Tavel@virginiaworks.gov

Virginia Rapid Response Program Manager
Rapid-response@virginiaworks.gov

Number of employees: 20