



Via overnight mail and email

December 21, 2020

WARN Coordinator
Missouri Department of Higher Education and Workforce Development
Office of Workforce Development
P.O. Box 1087
Jefferson City, MO 65102
ETT.DWD@dhewd.mo.gov

Dear Sir or Madam,

This letter is being issued in accordance with the Missouri Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that CEVA Logistics, located at 405 S. Leonard St., Liberty, MO 64068 has been notified by their customer that the contracted business for Small Lot operations at the above addressed facility will be taken back by the customer. This decision by the customer will result in CEVA Logistics terminating the employment of up to 74 employees at this facility that supported the operations. Attached is a listing and count of positions that will be eliminated. The date of terminations is expected to begin on February 28, 2021, and to be completed by March 14, 2021. These terminations will be permanent.

The reduction is the direct result of the loss of contract to provide logistic services with our customer.

On December 18, 2020, CEVA Logistics sent all affected employees required notices via first class mail and/or hand delivery. A sample copy of the Notice provided to affected employees is attached hereto. On December 21, 2020, CEVA also sent the required notice to the honorable Lyndell Brenton, Mayor of Liberty, MO. Bumping rights do not exist. Up to 63 of the affected employees are represented by the United Auto Workers Local 710. The contact for the union is:

The local company rapid response point-of-contact is Michael Carey, Human Resources Manager (816) 749-5258. The undersigned has the authority to bind CEVA and attests that the information provided in this Notice are true and correct to the best of my knowledge.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Carey".

Michael Carey
Human Resources Manager, East Region

Cc: Hon. Lyndell Brenton



Attachment A

Job Title	Employees Affected
Material Handler/Operator I *	56
Commercial Driver II *	7
Inventory Control Analyst	2
Supply Chain Operations Specialist II	4
Operations Manager	2
Total	71

*Indicates employees represented by UAW 710



NOTICE OF LAYOFF TO AFFECTED UNION EMPLOYEES

To: _____
Name of Employee Position

Date: December 18, 2020

CEVA Logistics will experience a reduction in force as a result of the loss of the F-150 Small Lot Operations contract with our customer. This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, is to inform you that you may be laid off due to the loss of this business. The purpose of this notice is to provide you with the answers to some questions that you may have regarding your layoff so that you can prepare to locate other employment. The information provided below represents the best information available to the company at the time this notice was issued.

1. Is my layoff going to be permanent or can I expect to be recalled to employment at some time in the future?

At this time, you should consider your layoff to be permanent.

2. When will the layoffs begin and when am I likely to be laid off?

Layoffs will begin February 28, 2021 and will be completed by March 14, 2021.

3. Who can I contact for further information?

In accordance to the CBA, all layoffs will be conducted in reverse order of seniority. In the event that additional union members leave their job, either voluntarily or for cause, the cutoff seniority date for layoff will change. In the event that your seniority date is no longer affected, CEVA Logistics will advise you as soon as this situation warrants.

If you have further questions or need additional information, you may contact HR at 816-479-5258.

Very truly yours,

Michael Carey
Human Resources Manager



December 21, 2020

VIA OVERNIGHT DELIVERY

Name
Position

RE: **Position Elimination**

Dear **NAME**:

Due to business conditions, your position with CEVA Logistics is being eliminated effective February 28, 2021.

We appreciate your service to CEVA and know that this is a difficult message. We hope you know that you are welcome to apply at CEVA for any openings that may be available. Additional information pertaining to your separation from CEVA is outlined below:

1. **Final Pay and PTO** – Your final paycheck will include regular pay for time worked through February 28, 2021 as well as payment for unused earned PTO time.
2. **Confidential Severance and Release of All Claims** – The Company has offered you a Confidential Severance and Release of Claims (“Severance Agreement”). Please read the Severance Agreement carefully.
3. **Unemployment** – You may also be eligible for unemployment benefits. You should contact a local state employment office for information regarding unemployment insurance claims. CEVA will not contest valid unemployment claims.
4. **Group Health Plans (Medical, Dental and Vision)** – If you currently participate in CEVA’s group health plans, you will continue to receive coverage through the last day of the month in which your employment ends. If you would like to continue your health coverage beyond this date you may elect COBRA continuation coverage.

You will receive the following over the next few weeks mailed to your home address:

1. A time-sensitive package outlining your COBRA rights.
2. Options with regard to your 401(k) Plan account, if applicable.
3. Options regarding conversion of your group life insurance coverage.

If you have any questions about your benefits, please contact The Benefits Center at (888) 852-0304.

Again, thank you for your service to CEVA. We wish you the best of luck in your future endeavors.

Sincerely,

Michael Carey
Human Resources Manager
