



1000 FedEx Drive
Moon Township, PA 15108

February 28, 2020

Employment Transition Team Coordinator
Division of Workforce Development
421 E Dunklin St
Jefferson City, MO 65102



To whom it may concern:

I am writing to update you on upcoming events involving FedEx Ground Package System, Inc. ("FedEx Ground") and to provide you with additional information under the Worker Adjustment and Retraining Notification (WARN) Act.

FedEx Ground provides ground delivery of packages throughout the United States. The company continuously evaluates its network to ensure it is in the best possible position to meet industry and customer needs. In light of current market dynamics and the growth of e-commerce, FedEx Ground is transforming its operations in many ways, including the integration of package volume in certain areas.

FedEx Ground operates a SmartPost facility located at 13679 Rider Trail North, Earth City, MO 63045.

As part of the referenced transition, FedEx Ground will redirect packages from this facility to other Ground locations. The building is scheduled to close on or around May 2, 2020. Once the packages are redirected and the building closes, there are no current plans to resume operations at this location.

Approximately 125 full- or part-time employees are currently employed at the facility and may be impacted by this transition. The impacted employees are not represented by a labor organization and no contractual bumping rights exist at this facility.

There are no planned company-initiated job losses as a result of this transition. Employees are being notified of available job assignments and have the opportunity to transition into available positions at other nearby FedEx Ground locations. For employees who choose not to transition into an available position, their expected date of separation would be May 2, 2020, the date the St. Louis SmartPost facility is expected to cease operations.

While we do not believe the circumstances of this transition necessitate notice under the WARN Act, we are providing notification of the upcoming operational changes. Under the circumstances, receipt of this letter should not be viewed as an acknowledgement that notification under the WARN Act (or any related state law) is required. Additional information, including a list of job titles and the number of employees in each job title at the facility, may be provided as necessary.

Please do not hesitate to contact me with questions or if there is anything further FedEx Ground can provide at this time.

Sincerely,