

First Student Inc.

10551 Barkley St.
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Overland Park, KS 66212
913-649-3333 Tel
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May 1, 2019

State of Missouri
Division of Employment Security
PO Box 59
Jefferson City, MO 65104

Re: **WARN Notice of Plant Closing and/or Mass Layoff**

To Whom It May Concern,

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to affected employees of a pending plant closing or mass layoff, as defined by the Act, at our Kansas City Missouri facilities. This closing may rise to the level necessary to trigger WARN Act notice. First Student is providing this advance, written notice to, among other things assist you in preparing for and adjusting to the upcoming transition. The layoffs resulting from this closing are expected to be permanent, and the entire facility is expected to be closed.

As you may be aware, the Kansas City Missouri School District (hereafter referred to as "the District") decided not to engage First Student to provide its transportation needs for the 2019-20 school year. The loss of this contract effectively ends our business interests in the Kansas City Missouri district. As a result of these sudden, unforeseen business circumstances First Student expects its facilities, located at

- 6400 East 35th St. Kansas City, MO. 64129

to experience a permanent closing. While an exact date for the closing has not been established, it is anticipated to occur on approximately June 30th, 2019.

All the approximately 293 (two hundred ninety-three) bargaining unit employees may be subjected to a layoff. However, it is probable that First Student may have transfer opportunities available for employees at other facilities. First Student will provide a procedure for employees to express their interest in transfer opportunities

Cc: Mayor Sly James
City of Kansas City, Missouri
414 East 4th St
Kansas City, MO. 64106