



Andrew J. Ritten
Vice President, General Counsel and Secretary
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March 26, 2020

Ms. Breeyn Handberg
Program Administrator WARN Act Rapid Response
Ohio Department of Jobs and Family Services
30 East Broad Street
Columbus, OH 43215

VIA EMAIL

Re.: Shutdown of Certain Business Operations in Hamilton, Ohio

Dear Ms. Handberg:

This is notice that Dedicated Logistic, Inc. (the "Company") intends to permanently cease operating its warehouse and surface-based transportation operations located at 3560 Symmes Road, Hamilton, OH 45015 (the "Hamilton Terminal"). The Company's Federal Employer Identification Number is [REDACTED].

The shutdown is occurring due to the termination by the Company's commercial counterparty of its contract with the Company forming the exclusive basis for the Company's business at the Hamilton Terminal. The Company has anticipated closing the Hamilton Terminal for months for that commercial reason. The closing has nothing to do with the present coronavirus / COVID-19 situation.

The entire Hamilton Terminal and all employees working at or reporting into it will be affected by the planned shutdown. At the present time, the Company expects the shutdown to occur effective as of May 31, 2020, but that effective date may change to a later date depending on factors outside the Company's control. The Company expects that employment separations will occur effective as of the date of shutdown.

A list of affected job titles and the number of Hamilton Terminal employees currently holding positions for those job titles accompanies this letter as Attachment A.

I note that the successor company to the business served by Hamilton Terminal, Day & Ross (the "Successor"), has committed to the Company to offering a job with the Successor to every Company employee presently working at or reporting into the Hamilton Terminal who qualifies under the Successor's hiring practices. The Successor is also taking over the same leased space presently occupied by the Company.

Our fleet is your fleet

Safety | Integrity | Respect | Quality | Service

2900 Granada Lane North | Oakdale, MN 55128 | 1-866-SHIP-DLI (744-7354) | www.shipDLI.com

Received March 30, 2020 at 8:15am

No union represents the affected Company employees. No “bumping” rights exist – that is, employees do not have the right to bump or displace other employees working for the Company. This planned action will be permanent and not temporary.

This announcement, notice, and the above timetable are based on the best information currently available to the Company. However, various factors may still affect these plans and the timing of employee separations. To the extent that the above actions constitute a covered event requiring advance notice under any laws, this letter is intended to fulfill any requirements imposed under such laws. By providing this information, the Company does not concede that notice is required.

For further information, please contact me directly.

Sincerely,

A handwritten signature in blue ink that reads "Andrew J. Ritten". The signature is fluid and cursive, with the first name "Andrew" and last name "Ritten" clearly legible.

Andrew J. Ritten

cc: Butler County Commissioners
c/o Flora R. Butler, Clerk of the Board
315 High Street, 6th Floor
Hamilton, OH 45011

Pat Moeller, Hamilton Mayor
c/o Nick Garuckas, City Clerk
345 High Street, 7th Floor
Hamilton, OH 45011

Thomas G. Wintz, CEO, Dedicated Logistics, Inc.
Kim Hood, Manager of Human Resources, Dedicated Logistics, Inc.

Attachment A

Below are the job titles and number of employees presently holding those job titles at the Hamilton Terminal. The Company anticipates the job titles and numbers of employees in each job title reflected below will be affected by the cessation of the Company's operations at the Hamilton Terminal:

| Job Title | Number |
|------------------------------|---------------|
| Truck Driver | 75 |
| Warehouse Laborer | 30 |
| Operations Administrator | 4 |
| Loading Dock Supervisor | 3 |
| Fleet Management Manager | 1 |
| Fleet Management Supervisor | 1 |
| Assistant Operations Manager | 1 |
| Operations Manager | 1 |