

January 20, 2020

VIA FEDERAL EXPRESS AND EMAIL (RAPDRESP@JFS.OHIO.GOV)

Ohio Department of Job & Family Services
Office of Workforce Development
Rapid Response Unit
Worker Adjustment Retraining Notification (WARN) Act
4020 East Fifth Avenue
Columbus, OH 43219

2020 JAN 21 AM 8:48

Re: Correction and Replacement to January 15, 2020 Letter

Dear Sir / Madam:

This letter supersedes and replaces the January 15, 2020 letter originally sent to you, and now correctly sets forth the reasons for the termination of Jacobson Warehouse Company, Inc. d/b/a XPO Logistics Supply Chain's ("XPO") customer contract.

Our customer, Mars Petcare, has informed us that it is making a business decision to go with a different service provider and therefore is terminating its contract with XPO. This will result in the end of XPO's operation at the Mars Petcare West Jefferson, OH facility located at 15 Commerce Parkway, West Jefferson, OH 43162 (the "Facility").

XPO regrets that its customer's decision will result in the termination of employment for all employees with XPO, beginning March 20, 2020. One hundred eighty-five (185) employees will be affected by these developments (see Attachment A). We understand that Mars Petcare continues to finalize its transition plans, but we expect that, when finalized, these plans will be permanent and will affect the operations that support Mars Petcare at the entire Facility. It is our understanding that Mars Petcare will be transitioning to another provider and there may be employment opportunities for employees with this new provider.

XPO anticipates that the termination of employment at the Facility will occur during a 14-day period beginning March 20, 2020.

The individuals affected by these plans are not represented by any labor organization. Bumping arrangements are not available. This notification and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employment separations. XPO will endeavor to update changes as additional information becomes available. You will be informed of changes as additional information becomes available.

This notice is intended to satisfy XPO's obligations, if any, under the Worker Adjustment and Retraining Notification Act (WARN) and all applicable Illinois statutory provisions. By providing this information, XPO does not concede that the Act applies or that notice is required.

You may contact this office should you require further information from XPO in this regard. XPO is prepared to provide the Response Team onsite work-time access should the Response Team determine that is necessary to carry out its responsibilities under applicable law.

Very truly yours,



Richard EF Valitutto
Senior Vice President and General Counsel

cc: Rachel Passage, Senior Director HR
Maryclaire Hammond, SVP HR

Jacobson Warehouse Company, Inc. d/b/a XPO Logistics Supply Chain

15 Commerce Parkway, West Jefferson, OH 43162

ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by the customer’s transition to a different service provider at the Jacobson Warehouse Company, Inc. d/b/a XPO Logistics Supply Chain warehousing facility located at 15 Commerce Parkway, West Jefferson, OH 43162.

Job Position Eliminations Scheduled to Occur During a 14-Day Period Commencing on March 20, 2020:

Position	Number of Positions
Analyst, Systems	1
Clerk	5
Customer Service Rep	3
Engineer, Industrial	2
Inventory Specialist	4
Janitor	4
Lead	25
Maintenance Tech	5
Manager, Customer Service	1
Manager, Human Resources	1
Manager, Quality	1
Material Handler	98
PIT Operator	24
Quality Specialist	4
Senior Manager, SC Operations	2
Supervisor, Inventory Control	1
Supervisor, SC Operations	4
Grand Total	185