

April 19, 2017

Rick Boyles Secretary - Treasurer International Brotherhood of Teamsters Local 959 520 East 34th Avenue Anchorage, AK 99503 201 NE Park Plaza Drive Suite 240 Vancouver, WA 98684 Tel: 360-896-9500 Fax: 360-896-8142

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

Dear Mr. Boyles:

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 Soldotna, AK, Homer, AK and Seward, AK 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 Kenai Peninsula Borough School District decided not to award First Student any routes for the 2017-2018 school year. The loss of this contract effectively ends our business interests in Soldotna, AK, Homer, AK and Seward, AK. As a result of these sudden, unforeseen business circumstances First Student expects its Soldotna, AK, Homer, AK and Seward, AK facilities, located at 36230 Pero Street, Soldotna, AK; 3256 E Street, Homer, AK; and 602 Port Avenue, Seward, AK to experience a permanent closing. While an exact date for the closing has not been established, it is anticipated to occur on or about approximately June 30, 2017.

Approximately one hundred and forty-nine (149) employees <u>may</u> be subjected to a layoff. Approximately one hundred and twenty-seven (127) employees in the driver and attendant classifications at the facilities noted above are represented by the International Brotherhood of Teamsters, Local 959. A list of these employees is enclosed. However, it is probable that First Student will have transfer opportunities available for many employees at other facilities. In the very near future, First Student will provide a procedure for employees to express their interest in any of these transfer opportunities.

If you have any questions, please contact Meridith Green, Region Human Resources Manager or Kim Mingo, Senior Director of Field Human Resources and Labor Relations at 360-896-9500 ext. 745.

Very truly yours,

Cal Hull

Senior Vice President

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cc Mike Navarre, Mayor, Kenai Peninsula Borough

Bryan Zak, Mayor, City of Homer Pete Sprague, Mayor, City of Soldotna Jean Bardarson, Mayor, City of Seward

Lisa Mielke, Rapid Response Coordinator Alaska Dislocated Worker Unit

IBT 959

Name	Location	Job Title
Jeron Line	Soldotna	Driver
	Soldotna	Driver
500 - 3 T 1 T	Soldotna Attendant Soldotna Attendant	
CERTIFICATION CONTRACTOR		
	Soldotna	Driver
DESCRIPTION OF THE PROPERTY OF	Soldotna Attendant	
	Soldotna	Driver
	Soldotna	Attendant
	Soldotna	Driver
1-19	Soldotna	Driver
	Soldotna	Attendant
THE CHILDREN	Soldotna	Attendant
	Soldotna	Driver
	Soldotna	Attendant
	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Attendant
4.75.000	Soldotna	Driver
Paris White	Soldotna	Driver
100	Soldotna	Driver
	Soldotna	Attendant
	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Driver
7 4 3C T, 9 7 7 2 -	Soldotna	Attendant
	Soldotna	Attendant
2.7. 12	Soldotna	Driver

DOLL PROPERTY.	Soldotna	Attendant
har per ngapanian	Soldotna	Attendant
	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Driver
14 A A B L R R R R R R R R R R R R R R R R R R	Soldotna	Driver
	Soldotna	Driver
4.1 % / 10 %	Soldotna	Driver
	Soldotna	Driver
a zi dini ku azi u	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Driver
CLASS CRES	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Attendant
	Soldotna	Driver
v 6 3, 1 d./	Soldotna	Driver
	Soldotna	Driver
M. S.B. L. WELLIN	Soldotna	Driver
	Soldotna	Attendant
	Soldotna	Driver
CL-SER T	Soldotna	Driver
	Soldotna	Driver
1 .ET 15	Soldotna	Driver
I I I I I I ACT S 250	Soldotna	Driver
	Soldotna	Attendant
	Soldotna	Driver

	Soldotna	Driver
	Soldotna	Driver
First Tracks Track	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Driver
HING JULY	Soldotna	Driver
	Soldotna	Driver
L. W. Charles	Soldotna	Driver
E-14.5 TU	Soldotna	Driver
tar turar Gara	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Attendant
1,4797 1, 15,275	Soldotna	Driver
W11 3 8 4 2	Soldotna	Driver
5 11 1	Soldotna	Driver
	Soldotna	Attendant
THE PART OF THE	Soldotna	Driver
	Soldotna	Driver
	Soldotna	Attendant
470.00	Soldotna	Attendant
	Homer	Driver
Z	Homer	Driver
	Homer	Attendant
	Homer	Attendant
	Homer	Driver
	Homer	Driver

	Homer	Driver
	Homer	Driver
	Homer	Driver
C.F. 8 - D.	Homer	Driver
	Homer	Driver
	Homer	Driver
Charles 17, 17, 18	Homer	Driver
	Homer	Attendant
	Homer	Driver
Date of Albander	Homer	Driver
	Homer	Driver
	Homer	Driver
*LAR. #*3	Homer	Attendant
	Homer	Attendant
	Homer	Driver
AL MARK CO.	Seward	Driver
	Seward	Driver
	Seward	Driver
	Seward	Driver
a di diama in a constant	Seward	Attendant
	Seward	Attendant
2006-000-00-00-00-00-00-00-00-00-00-00-00	Seward	Attendant
	Seward	Driver
	Seward	Driver
55	Seward	Driver
	Seward	Driver



April 21, 2017

Dear First Student Employee:

201 NE Park Plaza Drive Suite 240 Vancouver, WA 98684 Tel: 360-896-9500 Fax: 360-896-8142

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Approximately one hundred and forty-nine (149) total employees <u>may</u> be subjected to a layoff. Approximately twenty-two (22) employees at the facilities noted above are non-union employees. A list of these employees is enclosed. However, it is probable that First Student will have transfer opportunities available for many employees at other facilities. In the very near future, First Student will provide a procedure for employees to express their interest in any of these transfer opportunities.

If you have any questions, please contact Meridith Green, Region Human Resources Manager or Kim Mingo, Senior Director of Field Human Resources and Labor Relations at 360-896- 9500 ext. 745.

Very truly yours,

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cc Mike N

Mike Navarre, Mayor, Kenai Peninsula Borough

Bryan Zak, Mayor, City of Homer Pete Sprague, Mayor, City of Soldotna Jean Bardarson, Mayor, City of Seward

Lisa Mielke, Rapid Response Coordinator Alaska Dislocated Worker Unit

Non Union

	SOLDOTNA	TECH
	SOLDOTNA	ROUTER
	SOLDOTNA	SHOP MANAGER
The Europe	SOLDOTNA	DISPATCH
	SOLDOTNA	FIELD SAFETY
	SOLDOTNA	FIELD SAFETY
310 300	SOLDOTNA	CONTRACT MANAGER
	SOLDOTNA	RECEPTIONIST
and the make	SOLDOTNA	SPED DISPATCH
	SOLDOTNA	LEAD TECH
	SOLDOTNA	PAYROLL
	SOLDOTNA	FIELD SAFETY
		LOCATION SAFETY
	SOLDOTNA	MANAGER
	SOLDOTNA	TECH
	SOLDOTNA	TECH
	SOLDOTNA	HEAD DISPATCH
	HOMER	DISPATCH
D 14 Tr	HOMER	Field SAFETY
		SITE OPERATIONS
	HOMER	MANAGER
	HOMER	TECH
	SEWARD	FIELD SAFETY/TECH
	0=1444==	SITE OPERATIONS
Market and the second	SEWARD	MANAGER