

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 may 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

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 |
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| | Soldotna | Driver |
| | Soldotna | Driver |
| | Soldotna | Attendant |
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April 21, 2017

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

Dear First Student Employee:

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

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Approximately one hundred and forty-nine (149) total employees may 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,



Cal Hull
Senior Vice President

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

Non Union

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| | SOLDOTNA | TECH |
| | SOLDOTNA | ROUTER |
| | SOLDOTNA | SHOP MANAGER |
| | SOLDOTNA | DISPATCH |
| | SOLDOTNA | FIELD SAFETY |
| | SOLDOTNA | FIELD SAFETY |
| | SOLDOTNA | CONTRACT MANAGER |
| | SOLDOTNA | RECEPTIONIST |
| | SOLDOTNA | SPED DISPATCH |
| | SOLDOTNA | LEAD TECH |
| | SOLDOTNA | PAYROLL |
| | SOLDOTNA | FIELD SAFETY |
| | SOLDOTNA | LOCATION SAFETY MANAGER |
| | SOLDOTNA | TECH |
| | SOLDOTNA | TECH |
| | SOLDOTNA | HEAD DISPATCH |
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| | HOMER | DISPATCH |
| | HOMER | Field SAFETY |
| | HOMER | SITE OPERATIONS MANAGER |
| | HOMER | TECH |
| | | |
| | SEWARD | FIELD SAFETY/TECH |
| | SEWARD | SITE OPERATIONS MANAGER |