

ARS-Fresno, LLC

2780 Gateway Road
Carlsbad, CA 92009
(760) 607-4511

March 30, 2022

Re: Termination of ARS-Fresno MSO Operations

Sent: Via email (personal email) to affected personnel
Via mail (home address on file) to affected personnel

Dear Employees of ARS-Fresno,

We are sending you an advanced notice regarding potential termination of ARS-Fresno Operations. Our current operations Agreement will terminate on May 31st, 2022. If no renewal is processed before then, ARS-Fresno will be required to terminate operations. If a renewal is processed before then, ARS-Fresno will continue operating without interruption. This notice is in compliance with the Worker Adjustment and Retraining Notification (WARN) Act.

If ARS-Fresno is required to terminate operations, below are some details about the process:

- Affected employees, if applicable and have accrued vacation hours, will be paid for all vacation that is accrued and not taken in their final paycheck.
- Affected employees with health benefits will receive COBRA information due to termination of health benefits. This is an opportunity for continuation of coverage through our COBRA provider.
- Affected employees, if applicable with Medical, Dental, and Vision benefits, these will expire on the last day of the month that your employment is terminated.
- Short term disability, Long term disability coverage expires on the date of termination. If an employee is on disability leave and receiving disability benefits with an active claim, the claim will remain active and payments will continue. You must contact your carrier for detailed coverage information.

- Affected employees, termination documentation will be completed on the date of site closure.
- Final pay check to be delivered to employee on date of termination and date of site closure. This will be delivered to the employee work site.

Affected employees are urged to contact Brenda McDaniel (760) 607-4511 x17.

# of Employees	Site#	Street	City	State	Zip Code
8	418	14300 N.E. 20th Avenue Bldg E	Vancouver	WA	98686
9	523	1249 S. Baker St.	McMinnville	OR	97128
12	524	4445 NE Cully Blvd.	Portland	OR	97218
9	525	25675 SE Stark	Troutdale	OR	97060
15	526	5733 S. Main Street	Springfield	OR	97478
14	527	4710 Royal Avenue	Eugene	OR	97402
4	528	317 Coburg Rd.	Eugene	OR	97401
14	532	1094 NE "E" Street	Grants Pass	OR	97526
13	533	1650 Allen Creek Road	Grants Pass	OR	97527
21	534	5400 S. 6th St.	Klamath Falls	OR	97603
6	535	920 North Phoenix Road	Medford	OR	97504
17	536	2402 West Main Street	Medford	OR	97501
9	537	2610 NW Edenbower Blvd.	Roseburg	OR	97471
5	701	1510 Poplar Ave	Casper	WY	82604
4	702	3363 E. Pershing Blvd	Cheyenne	WY	82001
3	703	3108 East Grand	Laramie	WY	82070

Thank you for your continued hard work. We will be in touch with developments on the operation agreement renewal.

Respectfully,

Jan Sucha, CFO