



August 13, 2026

VIA EMAIL (warn@commerce.nc.gov)
North Carolina Department of Commerce
Division of Workforce Solutions
ATTN: Rapid Response Team
4316 Mail Service Center
Raleigh, NC 27699-4316

VIA EMAIL (MitchColvin@FayettevilleNC.gov)
Mitch Colvin
Mayor, City of Fayetteville
433 Hay Street
Fayetteville, NC 28301-5537

Re: WARN Notification for Ryder Transportation Solutions, LLC ("Ryder")

To Whom It May Concern:

In accordance with the Worker Adjustment Retraining and Notification Act (WARN), 29 USC § 2101 *et seq.*, we are writing to inform you of an anticipated "mass layoff" (as defined in the above statute) at a site managed by Ryder on behalf of a customer located at 2486 Gillespie St. Unit C, Fayetteville, NC 23801 due to the ending of a contract.

To our knowledge, operations at the site will continue. For further information regarding the continuing operations, please contact the company continuing operations out of the facility. The new logistics provider has expressed interest in retaining as many employees as feasible. Additionally, Ryder is working on redeployment efforts to retain employees.

Ryder remains committed to continuing to serve the needs of other customers in the area where we continue to operate a number of sites. At Ryder, we have more than 45,000 customers.

The cessation of Ryder's operations at this site is expected to be permanent and all operations will cease. Ryder anticipates that, pursuant to 29 USC § 2021(a), 73 Ryder Employees (as defined in the above statute) will be terminated on October 12, 2026; no subsequent terminations are anticipated.

A listing of the job titles of the positions to be affected and the number of affected employees in each job classification is being maintained onsite and can be provided upon request. There are no bumping rights applicable to employees terminated as a result of this "mass layoff."

For further information, please contact Latina Bails, Senior Manager Human Resources, at 248-303-3037 or LatinaBails@ryder.com.

Regards,

Kelly Stevens

Kelly Stevens
Senior Director Customer Logistics