



May 1, 2025

Mr. Jimmy Lappe
MWI - Dislocated Worker Program – Rapid Response Services
131 E. High St., Ste 100
Jefferson City, MO 65101
jlappe@moaflcio.org

Re: WARN Notice of Mass Layoff

Dear Mr. Lappe:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (WARN) 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. This layoff may rise to the level necessary to trigger a WARN Act notice. First Student is providing this advance, written notice to assist you in preparing for and adjusting to the upcoming transition.

The St. Louis Public School District has elected not to engage First Student to provide its student transportation services for the 2025/2026 school year. As a result of this sudden, unforeseen business circumstance, First Student expects impacted employees to be laid off at the facility located at #2 Union Seventy Center Parkway, St. Louis, MO 63120, and the layoffs resulting from the loss of this contract are expected to be permanent. The layoffs are expected to impact approximately 218 employees. Of these, approximately 137 are drivers, 70 are monitors, 5 are mechanics/technicians, and 6 are full-time administrative staff.

The final effective date of these layoffs will be June 30th, 2025, but some employees' last day of work will coincide with their previously scheduled and expected final day of the 2024/2025 school year. Though all employees supporting this contract are scheduled for layoff, First Student may have some transfer opportunities available at other locations. First Student will publish a procedure for employees to express interest in available transfer opportunities as soon as these opportunities are finalized.

If you have questions, please contact:
Dawn Kingery at (971) 209-5099 / dawn.kingery@firststudentinc.com
Lucas Terando at (314) 565-8800 / lucas.terando@firststudentinc.com or
Aimee Sides at (314) 574-0666 / aimeesides@firststudentinc.com.

Sincerely,

Dawn R. Kingery

Dawn Kingery
Area Human Resource Manager
First Student Central Region