



TO: All Employees

FROM: James H. McNeal, III
Director of Operations
Schaefer Ambulance Service, Inc.

DATE: February 14, 2019

SUBJECT: WARN Act Notice (Federal & California) – Schaefer Ambulance Service, Inc.

Schaefer Ambulance Service, Inc. ("Schaefer") will be shutting down completely all operations throughout California. As a result, all employees will be terminated. We are trying to provide employees with as much notice as possible but, as of the date this notice is being sent out, we cannot provide an exact date as to when the termination process will begin. We anticipate it will occur sometime between the time the notice is being sent out and April 15, 2019. All of Schaefer's operations will cease and all employees will be terminated.

For all employees covered under our contract with Imperial County, employment will be terminated effective February 20, 2019. Schaefer received notice on February 12, 2019 that the County is terminating its contract with Schaefer effective February 20, 2019. However, the entity that will be taking over the Imperial County contract is American Medical Response (AMR). AMR has informed Schaefer that it intends to extend offers of employment to many, if not all, of Schaefer's current employees that are working on the Imperial County contract. Accordingly, these employees should contact AMR in the very near future about a position with AMR. Additionally, it is Schaefer's intent to work with the new service providers that will be taking over Schaefer's other service regions, in the hope that such new providers will offer employment to current Schaefer employees after any transition.

This Notice is being provided in accordance with the Federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §2101 *et seq.* ("WARN Act") and the California WARN Act, ("Cal WARN Act") Labor Code §1400 *et seq.*, to inform you of a "plant closing" "relocation" and/or "termination" at all Schaefer locations and to comply with any obligations it may have under the WARN Act and the Cal WARN Act.

The terminations will be permanent. Given these circumstances, no bumping rights exist.

You may seek dislocated worker assistance by contacting the representative in your area, as set forth below: