



June 15, 2026

**VIA EMAIL**

Jenni Hampton  
Kentucky Career Center  
Office of Employer & Apprenticeship Services  
500 Mero Street, 4th Floor  
Frankfort, KY 40601  
[jennifer.hampton@ky.gov](mailto:jennifer.hampton@ky.gov)

City of Lexington  
Office of the Mayor  
Linda Gorton  
200 East Main Street  
Lexington, KY 40507  
[mayor@lexingtonky.gov](mailto:mayor@lexingtonky.gov)

And addresses on attached list

To Whom It May Concern:

We are writing to give you notice of a personnel action that may be deemed to trigger the notice requirements under the Worker Adjustment and Retraining Notification Act ("WARN").

In June, 2026, Vestis Services, LLC ("**Vestis**") entered into a strategic relationship with Cognizant Technology Solutions U.S. Corporation ("Cognizant") pursuant to which Cognizant will assume responsibility for certain company functions. As a result of this arrangement, certain Vestis employees, many of whom work remotely from their homes at various locations throughout the United States, will be terminated. We do not believe this will trigger the notice requirements under WARN because we do not believe the remote employees should be counted in our single site analysis to determine WARN's application. Nonetheless, the purpose of this letter is to provide you with information specified by WARN.

The affected employees are listed below. They were provided written notice of their termination by email on June 15, 2026. The terminations will take place 60 days or more after the date notice was provided. This arrangement will be permanent and no bumping rights exist. None of the employees are covered by a collective bargaining agreement.

Affected Customer Service/Remote Employees.

Affected Customer Service/Remote Employees are listed below. The total number of remote/work from home Customer Services employees whose employment

will be terminated is 75 [i.e., not one-third of the workforce]. At your request, we will provide their home addresses.

<b>Job Title</b>	<b>Home State</b>	<b>Number of Employees</b>
Rep-Cstmr Svc SS	Illinois	
Rep-Cstmr Svc SS	Kentucky	
Re-Sr-Cstmr Svc SS	Kentucky	
Rep-Cstmr Svc SS	Maryland	
Rep-Cstmr Svc	Minnesota	
Rep-Cstmr Svc SS	New York	
Rep-Cstmr Svc SS	North Carolina	
Rep-Cstmr Svc SS	Ohio	
Rep-Cstmr Svc SS	Pennsylvania	
Rep-Cstmr Svc SS	Texas	
Rep-Cstmr Svc	Virginia	
Rep-Cstr Svc SS	Virginia	
Spvr-Call Ctr-ADS	Virginia	
<b>Total</b>		<b>75</b>

If you have any questions or require further information, please do not hesitate to contact Steven Friedman, VP, Employment Practices, at [steven.friedman@vestis.com](mailto:steven.friedman@vestis.com).

Best regards,

*Grant Studdard*  
 Vice President, Human Resources

Enclosures

## Additional addresses

As indicated in the letter, the affected employees are all remote. The below addressees are receiving a copy of the notice for informational purposes because one or more affected remote employees resides in their jurisdiction. The number of employees in each jurisdiction is listed below the address for that jurisdiction.

Illinois Department of Commerce & Economic Opportunity Office of Employment & Training  
Attention: John Ray  
1011 South Second Street  
Springfield, IL 62704  
[CEO.WARNSubmission@Illinois.gov](mailto:CEO.WARNSubmission@Illinois.gov)

[REDACTED]

Sheila Bouloubassis  
Manager, Dislocation Services Unit (Trade & Rapid Response)  
Maryland Department of Labor  
1100 N Eutaw St  
Room 209  
Baltimore, MD 21201  
[sheila.bouloubassis@maryland.gov](mailto:sheila.bouloubassis@maryland.gov)  
[dlwdalwarn-labor@maryland.gov](mailto:dlwdalwarn-labor@maryland.gov)

[REDACTED]

Minnesota Department of Employment and Economic Development  
Jason Wadell  
Great Northern Building  
180 East Fifth Street,  
St Paul, MN 55101-1678  
[WARN.DEED@state.mn.us](mailto:WARN.DEED@state.mn.us)

[REDACTED]

Regenna Darrah  
Statewide Rapid Response Coordinator  
New York State Department of Labor | Business Engagement  
Harriman State Office Campus  
Building 12, Room 425, Albany NY 12240  
Email: [Regenna.Darrah@labor.ny.gov](mailto:Regenna.Darrah@labor.ny.gov)

New York State Department of Labor  
[WARN@labor.ny.gov](mailto:WARN@labor.ny.gov)

[REDACTED]

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

[REDACTED]

Breeyn Tarr  
Rapid Response & WIOA Adult and Dislocated Worker Program Administrator  
Office of Workforce Development  
P.O. Box 182105  
Columbus, OH 43218-2105  
[breeyn.handberg@jfs.ohio.gov](mailto:breeyn.handberg@jfs.ohio.gov)

Ohio Department of Job & Family Services  
Rapid Response and Layoff Aversion  
[rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov)

[REDACTED]

Steve Wolf  
Rapid Response / TAA State Coordinator  
Pennsylvania Department of Labor & Industry  
651 Boas St  
Rm 1220  
Harrisburg, PA 17121  
[Stewolf@pa.gov](mailto:Stewolf@pa.gov)  
Pennsylvania Department of Labor & Industry (Bureau of Workforce Partnership and Operations)

[RA-LI-BWPO-Rapid@pa.gov](mailto:RA-LI-BWPO-Rapid@pa.gov)

[REDACTED]

Camea Dukes  
State Rapid Response Coordinator  
Texas Workforce Commission  
101 E 15th St  
Room 440T  
Austin, TX 78778  
(737) 471-1299  
[camea.dukes@twc.texas.gov](mailto:camea.dukes@twc.texas.gov)

Texas Workforce Commission (Dislocated Worker Unit)  
[warn.list@twc.texas.gov](mailto:warn.list@twc.texas.gov)

[REDACTED]

Brett Tavel, MPA  
State Rapid Response & Special Projects Coordinator | Virginia Works  
2221 Edward Holland Dr.  
Richmond, VA 23230  
[Brett.Tavel@virginiaworks.gov](mailto:Brett.Tavel@virginiaworks.gov)

Virginia Rapid Response Program Manager  
[Rapid-response@virginiaworks.gov](mailto:Rapid-response@virginiaworks.gov)

[REDACTED]