



November 18, 2025

Brett Tavel, MPA  
State Rapid Response & Special Projects Coordinator | Virginia Works  
2221 Edward Holland Dr.  
Richmond, VA 23230

Dear Mr. Tavel,

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 certain government units or officials of a pending mass layoff or permanent closure.

This is to inform you that on or about February 1, 2026, Harris Teeter's Fulfillment Center located at 6306 Gravel Avenue, Franconia, VA 22310 will permanently close. The entire facility is being closed, and the closure is expected to be permanent. It is possible that Harris Teeter's delivery operations from that facility will begin to wind down in early to middle January 2026. Impacted employees will remain employed until February 1, 2026, and will receive pay and benefits as normal through that time.

The number of employees that will be laid off on February 1, 2026, as a result of this closure is ninety-one (91). A list of affected positions is enclosed. Affected employees do not have bumping rights.

Impacted employees are not represented by a union.

For further information, please contact Angie Danielewicz, Director Human Resources at 704-844-4701 or at 701 Crestdale Road, Matthews, NC 28105 Attn: Angie Danielewicz.

Sincerely,

Martha Taylor  
*Vice President, Human Resources*  
*Harris Teeter*

Attachment: (List of affected positions)

## List of Affected Positions

Job Title	Count
ADULT BEVERAGE COORDINATOR	2
ADULT BEVERAGE MARSHALLER	1
CUSTOMER SERVICE DELIVERY DRIVER	68
DISPATCH & CS DEL DRIVER LEAD	2
DISPATCHER	4
FLEET MAINTENANCE CLERK	1
MARSHALLER	9
TRANSP SUPV	3
TRANSPORTATION MANAGER	1
<b>Total</b>	<b>91</b>