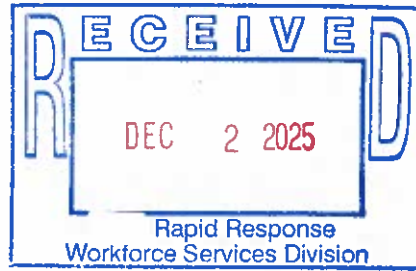


December 1, 2025



Via Email with Read Receipt

Brett Tavel, MPA
State Rapid Response & Special Projects Coordinator | Virginia Works
2221 Edward Holland Dr.
Richmond, VA 23230
804-819-4946
Brett.Tavel@viriniaworks.gov

Re: Announcement of Planned Action

Dear Brett Tavel:

I am writing on behalf of 10 Roads Express, LLC to give you notice that there will be a total closure of the Harrisonburg facility located at 888 Auto Motion Wy, Harrisonburg, VA 22801 on February 28, 2025. This closure is expected to be permanent and will affect all employees.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning on January 30, 2026, with all separations accomplished by February 28, 2026.

The attached is a list of the job positions and number of individuals who will be affected by the closure, along with the anticipated schedule for job losses.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

If you have any questions or want additional information concerning this matter, please contact Aaron Gunderson, Chief Legal Officer, by email to agunderson@drtshared.com or phone at 712-248-7027.

Sincerely,


Aaron Gunderson, Chief Legal Officer

cc: The Honorable Deanna Reed (via Email Deanna.Reed@harrisonburgva.gov)

JOB TITLE	NUMER OF AFFECTED INDIVIDUALS	ANTICIPATED SCHEDULE
5500 Administrator	1	1/30/2026
Administrative Assistant	1	1/30/2026
Diesel Mechanic Apprentice	1	1/30/2026
Diesel Mechanic I	5	1/30/2026
Diesel Mechanic II	1	1/30/2026
Director, Driver Recruiting	1	1/30/2026
Director, Regional Fleet Maintenance	1	2/15/2026
Dispatch Administrator	3	1/30/2026
Driver	22	1/30/2026
Driver Recruiter II	6	1/30/2026
Driver Recruiting Assistant	1	1/30/2026
Extended Coverage Associate	4	1/30/2026
General Manager	1	2/20/2026
Manager, Driver	8	1/30/2026
Manager, Operations	2	2/20/2026
Manager, Shop	2	1/30/2026
Payroll Assistant	1	2/3/2026
Recruiting Compliance Assistant	3	1/30/2026
Senior Contract Specialist	1	1/30/2026
Supervisor, Recruiting	2	1/30/2026
Supervisor, Recruiting Compliance	1	1/30/2026
Tire Technician	1	1/30/2026
Utility Technician	1	1/30/2026

