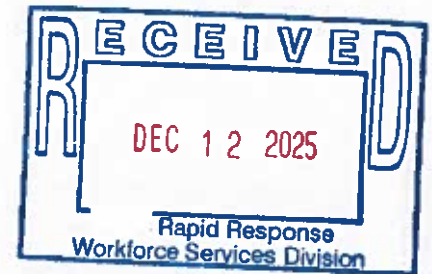


December 12, 2025

Malissa Short  
Rapid Response Program Manager | Virginia Works  
2221 Edward Holland Dr.  
Richmond, VA 23230  
804-762-2868  
[rapid-response@virginiaworks.gov](mailto:rapid-response@virginiaworks.gov)  
[malissa.short@virginiaworks.gov](mailto:malissa.short@virginiaworks.gov)



Brett Tavel  
Rapid Response & Special Projects Coordinator | Virginia Works  
2221 Edward Holland Dr.  
Richmond, VA 23230  
804-819-4946  
[Brett.Tavel@virginiaworks.gov](mailto:Brett.Tavel@virginiaworks.gov)

Michelle Davis-Younger  
Mayor, City of Manassas  
9800 Godwin Drive  
Manassas, VA 20110  
703-895-4485  
[mdavis-younger@manassasva.gov](mailto:mdavis-younger@manassasva.gov)

Re: Notice Pursuant to WARN

Dear Manager Short, Coordinator Tavel, and Mayor Davis-Younger:

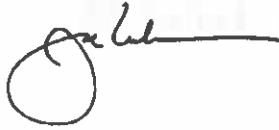
This letter is to inform you, pursuant to any possible obligations under the federal Worker Adjustment and Retraining Notification Act and any similar state or local law ("WARN"), that Giant Delivers (the "Company") will be shutting down operations at its facility located at 7413 Cushing Road, Suite 160, Manassas, VA 20109 (the "Facility"). As a result, we anticipate that approximately 90 employees at the Facility will experience an employment loss. These separations from employment and the Facility's shutdown are expected to be effective February 10, 2026 (the "Termination Date").

The Facility will be closed as a result of this action. This action is expected to be permanent. The affected employees at the Facility include employees represented by the International Brotherhood of Teamsters, Local 639 (chief elected officer General President Sean M. O'Brien, 25 Louisiana Avenue, N.W., Washington, DC 20001) and by the United Food and Commercial Workers International Union, Local 400 (chief elected officer International President Milton Jones, 1775 K Street NW, Washington, DC 20006). Bumping rights, if any, for affected union-represented employees are pursuant to the terms of their applicable collective bargaining agreement(s). Because the Company does not recognize bumping rights for non-union-represented employees, such employees are not permitted to displace remaining employees based on seniority or any other factor.

A list of the job titles held by affected employees at the Facility, and the number of such affected employees holding each such job title, is attached hereto. Affected employees will be paid all wages and other benefits to which they are entitled through their date of termination, provided they do not resign from their employment with the Company prior to that date.

We are providing you with this notice based upon the best information available to us at this time. For further information, please contact: Joe Urban, 301-543-6145, [joe.urban@giantfood.com](mailto:joe.urban@giantfood.com).

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Urban", with a large circular flourish at the beginning.

Joe Urban  
Vice President, Supply Chain  
Enclosure

**LIST OF AFFECTED JOB POSITIONS AND NUMBER OF  
AFFECTED EMPLOYEES IN EACH POSITION**

<b><u>JOB TITLE</u></b>	<b><u>NUMBER OF AFFECTED EMPLOYEES</u></b>
Ambassador (U)	80
Expeditor	1
Manager III Operations	1
Manager I Operations	2
Product Selector Dry (U)	2
Receiving Expeditor	1
Supervisor II Operations	2
Supervisor II Transportation	1