

January 27, 2026

[Via E-mail and Certified Mail]

Brett Tavel, MPA
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Re Announcement of Planned Action

Dear Brett Travel,

We are writing to give you notice that there will be a total closure of the BEAR EXPRESS LLC operations at DOR2 and DRC6 facilities located respectively at 1400 Sewells Point Rd in Norfolk, VA and 2097 Harpers Rd in Virginia Beach, VA on April 1, 2026. The entire facility will be closed and all employees at the facility will be impacted. This closure is expected to be permanent. The expected date of the first separation will be April 1, 2026.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Affected employees are expected to be separated from employment beginning on April 1, 2026, with all separations accomplished by April 1, 2026.

The following is a list of the job positions and number of individuals who will be affected by the plant closing along with the anticipated schedule for job losses:

Job Title	Number of Affected Individuals	Date of Separation
Driver	157	April 1, 2026
Dispatcher	8	April 1, 2026
Hiring and Learning Manager	2	April 1, 2026
Operations Manager	1	April 1, 2026

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.

There is no union representing affected employees.

If you have any questions or want additional information concerning this matter, please contact. Matthew Poulos, President at (301)717-2024.

Sincerely,

Matthew Poulos

Matthew Poulos
President, Bear Express LLC

cc: The Honorable Kenneth Cooper Alexander, Ph.D., Mayor City of Norfolk (via E-mail, and Certified Mail)

cc: The Honorable Robert M. Dyer Mayor Virginia Beach (via E-mail, and Certified Mail)