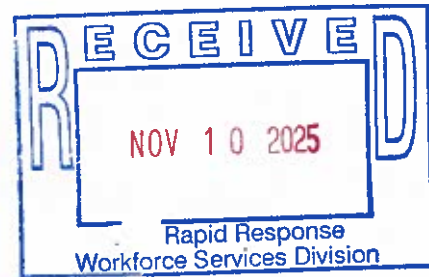


VIA EMAIL

malissa.short@viriniaworks.gov

November 7, 2025

Malissa Short
Rapid Response Program Manager
Department of Workforce Development & Advancement
Roanoke City Main Library
706 S Jefferson St., 2nd Floor, Room B
Roanoke, VA 24016



Re: Notice of Union Represented Employee Layoffs Pursuant to the Federal WARN Act

Dear Ms. Short:

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 Diamond Transportation Services, Inc. ("Diamond") registered at 6851 Industrial Rd., Springfield, VA 22151, will permanently cease operations at its facility located at 8621 Central Avenue, Capitol Heights, MD 20743. Additionally, it will layoff employees at its facility located at 3201 Hubbard Road, Landover, MD 20685 and 6851 Industrial Road Springfield, VA 22151. In total, the number of union represented employees Diamond will be placing on layoff in Virginia is 61. Such layoff will occur on November 30, 2025. The layoffs are the result of our client, Washington Metropolitan Area Transit Authority ("WMATA"), reducing the number of bus routes we manage. As a result, Diamond will no longer provide bus transportation service on those routes and must eliminate the affected positions.

This letter is issued in an effort to meet all possible compliance obligations, including those under the federal Worker Adjustment and Retraining Notification Act ("WARN Act"). Although both the Maryland and federal WARN Acts generally require 60 days' advance written notice, Diamond Transportation was unable to provide 60 days' notice because our client's decision to reduce the number of bus routes we manage was sudden and outside our control. We received formal notification of WMATA's decision to reduce the number of routes managed by Diamond on October 31, 2025. As a result, these actions provided the insufficient lead time necessary to provide 60 days' notice to the affected employees.

Accordingly, we are invoking the "unforeseeable business circumstances" exception under 29 U.S.C. §2102(b)(2)(A). This situation was not reasonably foreseeable when longer notice would have been possible and could be given by Diamond.



All of the impacted positions below under a collective bargaining agreement with either the Amalgamated Transit Union Local 689 (“ATU 689”) or the International Brotherhood of Teamsters Local 639 (“IBT 639”). As union represented employees in those positions, they have bumping rights under certain circumstances as referenced in their collective bargaining agreements with Diamond. The address for ATU 689 is 2701 Whitney Place, Forestville, MD 20747. The business agent/president of ATU 689 is Raymond Jackson and his email address is rjackson@atu689.org. The address for IBT 639 is 3100 Ames Place N.E., Washington, D.C. 20018. The business agent of IBT 639 is Ronald Davis and his email address is rdavis@local639.org.

A list of the impacted positions for union represented employees only, can be found below.

If you require us to provide further information, please contact Jahaira Zagarell, Deputy General Counsel, Diamond Transportation Services, Inc., either via telephone at (917) 742-2578, or via e-mail at jahaira.zagarell@wedriveu.com.

Sincerely,

A handwritten signature in cursive script that reads "Jahaira Zagarell".

Jahaira Zagarell
Deputy General Counsel
Diamond Transportation Services, Inc.

List of Impacted Positions

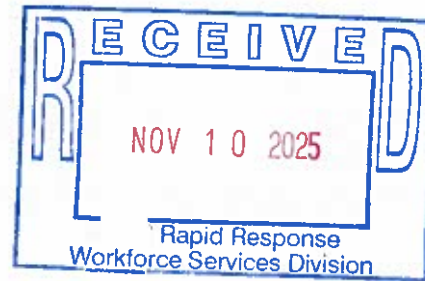
Position	Number of Employees	Location
Driver	54	Springfield, VA
Utility Worker	2	Springfield, VA
Dispatcher	3	Springfield, VA
Road Supervisor	1	Springfield, VA

VIA EMAIL

malissa.short@viriniaworks.gov

November 7, 2025

Malissa Short
Rapid Response Program Manager
Department of Workforce Development & Advancement
Roanoke City Main Library
706 S Jefferson St., 2nd Floor, Room B
Roanoke, VA 24016



Re: Notice of Layoff Pursuant to the Federal WARN Act

Dear Ms. Short:

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 Diamond Transportation Services, Inc. ("Diamond") registered at 6851 Industrial Rd., Springfield, VA 22151, will permanently cease operations at its facility located at 8621 Central Avenue, Capitol Heights, MD 20743. Additionally, it will layoff employees at its facility located at 3201 Hubbard Road, Landover, MD 20685 and 6851 Industrial Road Springfield, VA 22151. In total, the number of employees Diamond will be placing on layoff in Virginia is 61. Such layoff will occur on November 30, 2025. The layoffs are the result of our client, Washington Metropolitan Area Transit Authority ("WMATA"), reducing the number of bus routes we manage. As a result, Diamond will no longer provide bus transportation service on those routes and must eliminate the affected positions.

This letter is issued in an effort to meet all possible compliance obligations, including those under the federal Worker Adjustment and Retraining Notification Act ("WARN Act"). Although both the Maryland and federal WARN Acts generally require 60 days' advance written notice, Diamond Transportation was unable to provide 60 days' notice because our client's decision to reduce the number of bus routes we manage was sudden and outside our control. We received formal notification of WMATA's decision to reduce the number of routes managed by Diamond on October 31, 2025. As a result, these actions provided the insufficient lead time necessary to provide 60 days' notice to the affected employees.

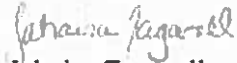
Accordingly, we are invoking the "unforeseeable business circumstances" exception under 29 U.S.C. §2102(b)(2)(A). This situation was not reasonably foreseeable when longer notice would have been possible and could be given by Diamond.

In my previous letter, I detailed the impacted union represented titles. Below, please find those titles that are not represented by a union. Since the impacted title is not represented by a union, there are no bumping rights.

A list of the impacted position can be found below.

If you require us to provide further information, please contact Jahaira Zagarell, Deputy General Counsel, Diamond Transportation Services, Inc., either via telephone at (917) 742-2578, or via e-mail at jahaira.zagarell@wedriveu.com.

Sincerely,



Jahaira Zagarell
Deputy General Counsel
Diamond Transportation Services, Inc.

List of Impacted Position

<u>Position</u>	<u>Number of Employees</u>	<u>Location</u>
Operations Manager	1	Springfield, VA