

August 1, 2023

VIA CERTIFIED MAIL

[INSERT CONTACT INFORMATION]

Re: **WARN Act Notice**

Dear Employee:

Yellow Corporation and its operating affiliates, YRC Inc. (d/b/a YRC Freight), USF Holland LLC, New Penn Motor Express LLC, and USF Reddaway, Inc. (collectively referred to as the “Company”) have made the difficult decision to shut down their regular operations on July 30, 2023, permanently close, and permanently lay off and consequently terminate the employment of employees at all of their locations (the “Shut Down”). As such, you will be permanently laid off on July 30, 2023 and your employment consequently terminated. The Company submits this notice to you to satisfy any obligation that may exist under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. and applicable similar state laws (collectively, the “WARN Act”). The Company does not admit that such laws apply or that notice is required. If no obligations exist, this notice is being provided to you voluntarily.

The Company was not able to provide earlier notice of the Shut Down as it qualifies under the “unforeseeable business circumstances,” “faltering company,” and “liquidating fiduciary” exceptions set forth in the WARN Act. The Company expects all layoffs and location closures relating to the Shut Down to be permanent. The Company had hoped to complete one or more transactions and secure funds and business to prevent the closing of these locations but was unable to do so. These circumstances were not reasonably foreseeable at the time notice would have otherwise been required and notice is further excused because the business is being liquidated.

At this time, the Company anticipates that the employment of up to approximately 22,000 employees at locations across the Company in the United States will be terminated. A job bumping system will not be available – that is, Company employees will not be able to displace more junior employees out of their job positions – because all applicable positions will be eliminated as a result of the Shut Down. Furthermore, no other employment opportunities at other locations will be available. As a result of your loss of employment, you may be eligible to receive unemployment insurance benefits or other assistance with obtaining new employment from your applicable local or state department of labor, dislocated worker unit, or their workforce partners upon termination.

Should you have any questions regarding this notice, please contact employee.questions@myyellow.com. The Company is grateful for your service to the Company, and greatly appreciates your continued professionalism through this process.

Sincerely,

Yellow Corporation