



July 31, 2025

CERTIFIED MAIL/RETURN RECEIPT REQUESTED and EMAIL

Nevada Dept. of Employment, Training, and Rehabilitation
Attn: Rapid Response
500 E. Third St.
Carson City, NV 89713
rapidresponse@detr.nv.gov

**RE: Worker Adjustment and Retraining Notification Act (WARN) Notification
Ayr Wellness (KYND) Reduction-in-Force**

Dear Sir or Madam:

On July 30, 2025, Ayr Wellness (the “Company”) announced its decision to conduct a reduction-in-force for employees who work at its facility located at **1645 Crane Way, Sparks, NV 89431** (the “Facility”). The Worker Adjustment and Retraining Notification Act (WARN) may apply. As a result, we are providing you the following information:

1. Name and address of employment site:

Ayr Wellness (KYND)
1645 Crane Way
Sparks, NV 89431

2. Name and telephone number of company official to contact for further information:

Jennifer McClintock
Vice President of People Operations
AYR Wellness
Tel: 725-246-2609

3. Statement regarding status of planned action: The employment losses that will occur are expected to be permanent and the entire Facility is expected to close.

4. Expected date of separations: On September 29, 2025, Ayr Wellness will begin terminating employees affected by the reduction-in-force and the employment losses related to this reduction in force will occur as indicated on the attached Exhibit A.

5. Information on positions to be affected: Please see Exhibit A for the job titles of positions affected, the number of affected employees in each job classification, and the anticipated scheduled for the same.

6. Bumping Rights: Employees slated for termination do not have bumping rights because all employees of the Facility are being laid off due to the closure of the Facility.



If you have any further questions regarding the reduction-in-force, please contact me immediately.

Sincerely,

/s/ Jennifer McClintock

Jennifer McClintock
Vice President of People Operations
AYR Wellness



Exhibit A – Nevada / KYND

Job Title	Number of Employees Impacted	Date of Expected Separation
Assistant Cultivation Manager	1	9/29/2025
Cultivation Lead	5	9/29/2025
Cultivation Manager	1	9/29/2025
Cultivation Tech	11	9/29/2025
Cultivation Tech II	3	9/29/2025
Cultivation Tech III	2	9/29/2025
Director of Operations	1	9/29/2025
Facilities Assistant Manager	1	9/29/2025
Facilities Manager	1	9/29/2025
Facilities Tech	1	9/29/2025
Inventory Manager	1	9/29/2025
Inventory Supervisor	1	9/29/2025
Logistics Driver	1	9/29/2025
Logistics Lead	1	9/29/2025
Logistics Manager	1	9/29/2025
Packaging Lead	4	9/29/2025
Packaging Supervisor	1	9/29/2025
Packaging Tech	21	9/29/2025
Post Harvest Lead	3	9/29/2025
Post Harvest Manager	1	9/29/2025
Post Harvest Supervisor	1	9/29/2025
Post Harvest Tech	7	9/29/2025
Production Manager	1	9/29/2025
Production Tech - Extractions	2	9/29/2025
Production Tech III	1	9/29/2025
QA Manager	1	9/29/2025
Safety Lead	1	9/29/2025
Senior Operations Manager	1	9/29/2025