



1500 Industrial Rd W | Bridgeport, WV 26301 | 888-523-9095

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AUG 19 2026

ES DIVISION

Date: August 19, 2026

To: Workforce West Virginia — Dislocated Worker Unit

Address: 112 California Ave, Charleston, WV 25305

From: Michael Caseman, President & CEO — ECM Energy Services

Re: WARN Act Notice — Mass Layoff, West Virginia O&G Traffic Management Division

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To the Workforce West Virginia Dislocated Worker Unit,

This letter serves as formal written notice, required by Federal Law, pursuant to the Federal Worker Adjustment and Retraining Notification Act (WARN Act), 29 U.S.C. § 2101 et seq., to the Workforce West Virginia Dislocated Worker Unit of a mass layoff affecting ECM Energy Services' West Virginia O&G Traffic Management Division.

Employer Information

Field	Information
Company Name	ECM Energy Services
Site Address	1500 Industrial Rd W, Bridgeport, WV 26301
Primary Contact	Michael Caseman, President & CEO
Phone	888-523-9095
HR Contact	Joseph Kitzman 888-523-9095 Ext. 2 jkitzman@ecmenergy.com

Layoff Details

Detail	Information
Notification of Bid Loss Received	August 13, 2026 at 4:30 PM
Expected First Separation Date	On or about October 18, 2026 (contract end date)
Expected Last Separation Date	On or about October 18, 2026 (staggered dates possible — amended notice will be issued if applicable)
Employees Potentially Affected	Approximately 200 employees in ECM's West Virginia Traffic Management Division (~80% of WV workforce)
Union Status	Non-union
Job Titles Affected	Traffic Attendants, Pilot Drivers, Field Supervisors, Safety Personnel, Admin Staff
Bumping Rights	Bumping rights do not apply

Detail	Information
60-Day Advance Notice	This notice is being issued on August 19, 2026 — exactly 60 days prior to the contract end date of October 18, 2026 — in full compliance with the WARN Act, 29 U.S.C. § 2102(a).

What Happened

After nine of the last ten years proudly serving Antero Resources as their traffic management partner, ECM Energy Services was not awarded the 2026 contract renewal. ECM received official notice of this decision via automated email on August 13, 2026, at 4:30 PM.

I feel ECM submitted a competitive bid package based on our tenured & unmatched quality management, a staffing fulfillment rate of 99+%, and safety; including 3+ years of OSHA-free injury experience and a TRIR of ZERO across more than 1,500,000 man-hours for Antero Resources.

We would have liked to continue with a new contract; however, we will assist with Antero through the transition.

Rapid Response Request

ECM Energy Services respectfully requests that Workforce West Virginia initiate rapid-response services for all potentially affected employees as soon as possible. We are prepared to coordinate on-site orientations, resume-assistance sessions, and information on retraining programs for our approximately 200 West Virginia employees.

In addition to Workforce West Virginia's resources, ECM is actively pursuing new business to backfill lost work, support Antero Resources through any expected employee shortage during the October transition period, and keep our employees' employment with ECM ongoing wherever possible. We intend to leverage every tool available to minimize the impact of this layoff on our workforce and this community.

This state program provides, at no cost to affected workers:

- Reemployment assistance and job placement support
- Resume writing and interview preparation
- Retraining and education funding resources
- Unemployment insurance information and filing assistance

Please contact Joseph Kitman, ECM's HR Manager, to coordinate rapid-response scheduling:

Joseph Kitman — HR Manager

Phone: 740-255-1367

Email: jkitzman@ecmenergy.com

If you have any questions regarding this notice or ECM's operations, please do not hesitate to contact us:

Michael Caseman — President & CEO

Phone: 888-523-9095 | mcaseman@ecmenergy.com

HR Contact: Joseph Kitman | jkitzman@ecmenergy.com | 740-255-1367

Respectfully submitted,

Michael Caseman

President & CEO, ECM Energy Services

This notice is provided to the Workforce West Virginia Dislocated Worker Unit, as required by 29 U.S.C. § 2102(a)(1) as required by the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. For HR questions, contact Joseph Kitman at 888-523-9095 Ext. 2 or jkitzman@ecmenergy.com.