



Key Energy Services
1500 Citywest Blvd.
Suite 800
Houston, Texas 77042

VIA EMAIL AND/OR U.S. MAIL

September 23, 2026

TO:

California Employment Development Department
California WARN Act Coordinator
WARNNotice@edd.ca.gov

Kern/Inyo/Mono Workforce Development Area – Rapid Response

Randy Christensen, Rapid Response Coordinator
1600 E. Belle Terrace
Bakersfield, CA 93307
christensenr@kerncounty.com

Kern County Board of Supervisors

Chair, Board of Supervisors
1115 Truxtun Avenue
Bakersfield, CA 93301

Workforce Development Board of Ventura County – Rapid Response

Cynthia Avila, Primary Rapid Response Contact
2901 N. Ventura Road, Third Floor
Oxnard, CA 93036
cynthia.avila@venturacounty.gov

Ventura County Board of Supervisors

Chair, Board of Supervisors
800 S. Victoria Avenue
Ventura, CA 93009

BY ORDER OF THE BD/SUPV
Referred To _____

Copies Furnished Chn/Mon/Mono

Edr. Child Support Svcs. & R

Domestic L-S

Date 10-1-26

Clerk of the Board of Supervisors

By [Signature] Deputy

RE: NOTICE PURSUANT TO THE CALIFORNIA WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT – PERMANENT CLOSURE OF KEY ENERGY SERVICES, LLC CALIFORNIA OPERATIONS

Dear WARN Act Coordinator, Rapid Response Representatives, and Chairs of the Boards of Supervisors:

Key Energy Services, LLC ("Key Energy" or the "Company") is providing this notice pursuant to the California Worker Adjustment and Retraining Notification Act ("Cal/WARN") and, to the extent applicable, the federal Worker Adjustment and Retraining Notification Act ("WARN"). The Company will permanently close its California operations, resulting in the permanent separation of affected employees.

EMPLOYER INFORMATION

Key Energy Services, LLC
1500 CityWest Boulevard, Suite 800
Houston, Texas 77042

Company Contact:

Nicole Gloria
Phone: 661-378-1862
Email: ngloria@keyenergy.com

As part of the permanent closure of its California operations, Key Energy will close the following facilities:

- **Bakersfield Location**
18835 Highway 65
Bakersfield, CA 93308
- **Shafter Location**
8738 De Swan Court
Shafter, CA 93314
- **Ventura Location**
2951 N. Ventura Avenue
Ventura, CA 93002

The Company does not anticipate reopening these facilities.

A total of 57 employees are currently expected to be affected. Fifty-three (53) employees are assigned to the Bakersfield location, and four (4) employees are assigned to the Ventura location. No employees are assigned to the Shafter facility.

EXPECTED SEPARATION DATE

The first employment separations associated with the closures are expected to occur on November 22, 2026. The affected employees identified below are expected to be permanently separated from employment on that date unless an employee accepts another employment opportunity with the Company or other individual circumstances result in continued employment.

The Company is providing this notice as soon as reasonably practicable in light of decreased business in California.

AFFECTED POSITIONS

Bakersfield	53
Administrative Asst 2	1
Administrative Asst 3	1
Area Director	1
BOP-Tools Tech	1
CoRod Field Supervisor	4
Co-Rod Operator	5
District Mgr	2
Equipment Operator 1	1
Equipment Operator 2	3
Equipment Operator 3	4
Equipment Operator 4	1
Floorhand 2	7
Helper	1
Bakersfield	
HydraWalk System Operator	1
Lubrication Technician 1	1
Mechanic 2	2
Mechanic 3	2
Op Procedures Supv	1
Operations Admin Support	1
Relief Operator	4
Sales Representative 2	1
Sr Dir HR & Compliance	1
Sr Dir HSE	1
Sr Mgr Operations Support	1
Supervisor 1	2
Supervisor 3	1
VP - West Coast and Rockies	1
Welder 2	1
Ventura	4
Co-Rod Operator	1
Floorhand 2	1
Relief Operator	1
Supervisor 1	1

The Shafter facility will also permanently close; however, no employees are assigned to that facility. The affected positions do not have bumping rights. The affected employees are not represented by a union.

RAPID RESPONSE SERVICES

Rapid Response services are available to assist workers affected by layoffs and facility closures. Available services may include unemployment insurance information, job-search assistance, résumé preparation, interviewing assistance, and training or retraining opportunities. The Company does not intend to coordinate Rapid Response services in connection with these separations.

Rapid Response services for the Company's Kern County operations are available through: Kern/Inyo/Mono Workforce Development Area

Kern County Employers' Training Resource
1600 E. Belle Terrace
Bakersfield, CA 93307
Phone: 661-325-4473
Email: etrweb@kerncounty.com

Rapid Response services for the Company's Ventura County operations are available through:

Workforce Development Board of Ventura County
2901 N. Ventura Road, Third Floor
Oxnard, CA 93036
Email: wdbvc@venturacounty.gov

Local Workforce Development Boards and their partners provide employment-related assistance to displaced workers, including résumé and interviewing assistance, job-search resources, unemployment resources, and information concerning training or retraining opportunities.

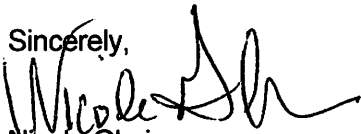
CALFRESH INFORMATION

CalFresh provides eligible individuals and families with monthly benefits to purchase groceries through an Electronic Benefits Transfer ("EBT") card. Benefits may be used at grocery stores, participating online retailers, and farmers markets. CalFresh benefits generally may not be used for non-food items or hot meals, except through the Restaurant Meals Program where applicable. CalFresh Information Line: 1-877-847-FOOD (3663)
Additional information concerning CalFresh eligibility and applications is available at BenefitsCal.com.

ADDITIONAL INFORMATION

Questions or requests for additional information regarding this notice, the affected employees, or the closure of the Company's California operations may be directed to: Nicole Gloria at 661-378-1862

Sincerely,



Nicole Gloria
Senior Director- HR & Compliance
Key Energy Services, LLC