



October 12th, 2020

Attn: Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137

Re: WARN Notification
Nova Southeastern University

Dear INSERT NAME,

In compliance with the Worker Adjustment and Retraining Notification (WARN) Act, this letter notifies you of a mass layoff or plant closing within the meaning of WARN at the following address:

Nova Southeastern University
3301 College Ave
Fort Lauderdale, FL 33314

ABM, Inc. (the "Company") received notification that our contract to provide custodial and ground services at Nova Southeastern has been cancelled, effective 11:59 pm on November 30th, 2020. As a result of the contract cancellation, the Company will experience a permanent layoff/closure affecting all positions at the Nova Southeastern University location on November 30th, 2020.

Unfortunately, this sudden and unexpected contract cancellation was unforeseeable, without reasonable notice, and outside of ABM's control. This is the reason that ABM was unable to give sixty (60) days advance notice of the layoffs.

A list of the affected positions and the number of employees in each affected position is attached. The full-time and part-time hourly employees are represented by the SEIU 32BJ labor organization. All affected employees have been notified.

If you have further questions or need additional information, you may contact Lisa Syacsure at lisa.syacsure@abm.com

Sincerely,

A handwritten signature in cursive script that reads "Lisa Syacsure".

Lisa Syacsure
Regional HR Director
ABM

