



July 30, 2020

VIA EMAIL (WARNnotices@deo.myflorida.com)

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E Madison Street
Caldwell Building, MSC G-229
Tallahassee, Florida 32399

VIA EMAIL (buddy.dyer@orlando.gov)

Mayor Buddy Dyer
City Hall
400 South Orange Avenue
Orlando, Florida 32801

Dear Gentlemen:

Airport Management Services and Hudson Group (the "Hudson" or "Company") is an employer in the retail travel industry. The Company operates primarily in airports and transportation hubs located throughout the country, including at Orlando International Airport, 1 Jeff Fuqua Blvd, Orlando, Florida 32827. The Company has seen a sudden, dramatic, and unexpected downturn in sales volume at its Orlando International Airport location as a result of the COVID-19 global pandemic which makes continuing operations as is unsustainable, and has caused business needs and circumstances to change in ways that were not reasonably foreseeable as recently as just several days ago.

Initially, the Company believed that the pandemic was going to impact business for a limited period, and employees were temporarily furloughed to adjust to the reduced levels of business in our airport locations due to the decline in air travel. As flights and passenger travel began to recover the Company began to recall furloughed employees at some of its locations, and we expected to continue to recall employees based on data showing that the pandemic had begun to abate. In addition, the progression of phased reopenings throughout the country gave the Company ample reason to expect that the worst of the crisis would soon be over. Unfortunately, in recent weeks the promise of this recovery has hit another unexpected challenge as the spread of the COVID-19 virus around the United States has surged at an increasing and unprecedented rate, resulting in the imposition of new governmental orders and quarantines in many states. Many states have issued restrictions requiring anyone traveling by air from most states in the United States and from many international locations, to quarantine at their destination for at least 14 days. The new spread of the virus and the resulting travel restrictions have led to a severe reduction in air travel and business at airports, and in particular, an increasingly dramatic and sustained reduction in Hudson's airport business, that could not reasonably have been predicted when this situation began. In short, we have no choice but to confront the new and previously unimaginable reality that the current



situation requires the Company to make fundamental changes by reducing the size of our workforce to adapt to the environment that we could never have foreseen. It is our expectation that this workforce reduction will allow the Company to sustain its operations as we do expect the virus to abate due to the increased restrictions and mitigation measures, which, in turn, will result in the increase of travel and business.

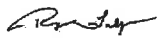
The Company has informed employees and employee representatives that it is undertaking a permanent layoff of employees at the above location as a result of the recently increasingly negative impact of the COVID-19 pandemic on our business. This layoff will take effect at the close of business on Friday, July 31, 2020, and is expected to result in the permanent layoff of approximately 49 employees at Orlando International Airport. This letter shall serve as notice under the federal WARN Act to the extent it is required, and voluntary notice with respect to those for whom WARN does not apply.

All affected employees have been provided notice of their individual permanent layoff dates. All required notices under WARN were delivered to employees by mail. Other legally required notices to governmental entities are also being mailed at this time. This action is the result of unforeseeable business circumstances, and we are providing this notice at the earliest possible time in light of the rapidly evolving situation and developments.

Attached is a listing of the names, addresses, and job titles of affected employees. A samples of the notice provided to affected employees is enclosed with this letter. Other notices required under law (such as to elected officials and the local Workforce Investment Board) have been mailed today.

I will be the Company's liaison to the Department for the provision of rapid response services. For further information, please feel free to contact me at 201-528-2477.

Kind regards,



Roger Fordyce
Chief Executive Officer



**LIST OF JOB TITLES OF THE POSITIONS AFFECTED, AND THE NUMBER OF AFFECTED
EMPLOYEES IN EACH JOB CLASSIFICATION**

July 31, 2020

<u>Affected Titles</u>	<u># of Employees</u>
Associate HR	1
Crew Member	2
Driver	3
General Manager	1
Merchandiser	1
Service Associate	14
Stock Associate	16
Supervisor - Hourly	3
Warehouse Associate	8



July 14, 2020

Dear [REDACTED]

When the COVID-19 pandemic first began, we could have never imagined the long-lasting impact that it would have on the global economy, world travel, and of course, our business. As I've shared with you in my previous letters, I've struggled over the past few months to find the right words to convey what a devastating impact this is having on all of us.

Our industry will be vastly different from anything we've ever seen before. For a company like ours whose mission is centered on transforming the travel experience, this is an incredibly difficult reality to confront. We've worked proactively over the past few months to prepare our business for this new reality, but sometimes our efforts to counter outside circumstances are not enough, due to no fault of our own.

As a result of the national emergency and its continuing social and economic impact, we need to make fundamental changes to Hudson by reducing the size of our workforce to adapt to the environment that we could have never foreseen. Unfortunately, effective 11:59 p.m. on July 31, 2020, your status will be converted to permanent termination of employment from your position at Orlando International Airport, 1 Jeff Fuqua Blvd, Orlando, Florida 32827. We are providing this notice at the earliest possible time in light of the continuously and rapidly changing developments. In addition, you do not have any "bumping" rights (that is, the ability to use your seniority or length of service to remain employed by displacing another employee from their job).

You may continue to be eligible to receive unemployment insurance benefits, and we encourage you to file for these benefits as soon as possible. Please see: <https://www.benefits.gov/benefit/1695>. Any decision regarding your eligibility for, or the amount of, unemployment insurance benefits that you might be entitled to receive is solely up to the State Department of Labor. You also may be eligible to receive job retraining, re-employment services, or other assistance with obtaining new employment, from the State Department of Labor or its workforce partners upon your termination.

You will receive a payroll check either by a separate mailing or direct deposit for your accrued, unused paid time off through your termination date, if any.

If you are currently enrolled in health benefits, your benefits will continue through July 31, 2020. You will receive a separate notice about continuing your health benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

This was an extremely difficult decision, and one that we wish was avoidable. We also want you to know how much we appreciate your dedication to Hudson and the work you have done on behalf of the company. Should you have any questions, please do not hesitate to speak with your manager or contact Human Resources at 1.866.417.3985.

Kind regards,

A handwritten signature in black ink, appearing to read 'Roger Fordyce', written in a cursive style.

Roger Fordyce
Chief Executive Officer