

3-25-20

AlSCO Inc.

505 East 200 South

Salt Lake City, UT 84102

March 25, 2020

VIA EMAIL

Steven Gustafson

Steven.gustafson@deo.myflorida.com

State Trade and Rapid Response Coordinator

Department of Economic Opportunity

107 E Madison St

Caldwell Building, MSC G-229

Tallahassee, FL 32399

Mayor Buddy Dyer

Buddy.dyer@orlando.gov

400 S Orange Ave

Orlando, FL 32801

To Whom It May Concern:

This letter is to inform you that as a result of business circumstances that were not reasonably foreseeable as of the time that notice would have been required resulting from the sudden and unprecedented effects of the coronavirus (COVID-19) outbreak on our business, AlSCO will conduct layoffs at its branch, located at 1213 S. Division Orlando, FL 32805.

At this time and based on the information currently available, the layoffs are effective immediately and will be indefinite, with the hope of returning employees within six (6) months. Enclosed is a listing of the job titles of positions to be affected, and the number of affected employees in each job classification.

The affected employees at this branch are represented by a union. The chief elected officer of Workers United is Harris Raynor and his address is 1777 Phoenix Parkway Ste 230 Atlanta, GA 30349. The chief elected officer of Teamsters Local 385 is Mike McElmury and his address is 126 N. Kirkman Rd Orlando, FL 32811. The chief elected officer of Teamsters Local 769 is Josh Zivalich and his address is 12365 W. Dixie Highway North Miami, FL 33161. The chief elected officer of the International Brotherhood of Teamsters is James Hoffa Jr and his address is 25 Louisiana Ave N.W Washington, D.C. 20001.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding COVID-19, which is now recognized as a global pandemic, natural disaster, and physical calamity. As you know, the World Health Organization recently declared a pandemic, the President of the United

States has declared a National Emergency, and the Governor of the State of Nevada has declared a State of Emergency. There are numerous government and health directives impacting our business and making it impossible to continue operations for the time being. The speed and vast impact of the coronavirus outbreak is unprecedented. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.

We are providing this information out of an abundance of caution based on information currently available. You may contact me at the phone number listed below if you have questions or want additional information.

Sincerely,
Bob Chronister
Region 5 Regional Human Resources Manager
904-545-8964

Enclosure (list of job titles of positions to be affected, the number of affected employees in each job classification, and schedule of separations)

Attachment A

Job Titles	Number Impacted	Separation Date(s)
Counter Sorter	5	3/24/20
Wash Aisle Operator	3	3/24/20
Load Builder	1	3/24/20
Feeder Folder	20	3/24/20
Assembler Bundler	1	3/24/20
Route Sales Rep	8	3/27/20
Office Clerk	1	3/20/20