



October 14, 2020

VIA U.S. MAIL, RETURN RECEIPT REQUESTED

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399
steven.gustafson@deo.myflorida.com

Re: WARN Notice – American Sales Management Organization LLC d/b/a Eulen America

Dear Steven Gustafson:

Pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* ("WARN") we hereby advise you that due to unforeseen circumstances involving an unanticipated major economic downturn associated with the cancellation of our Broward County License to Operate in Fort Lauderdale International Airport as decided by Broward County Commissioners and its severe and immediate negative affect on our business, we anticipate a mass layoff. The affected employees will be provided wages and benefits until December 29, 2020. We have posted and distributed on October 12, 2020 notice to all of Fort Lauderdale work force of this closure that will directly affect their employment. Giving them a notice of over (60) days. Given the nature of the action described above, no bumping rights shall exist.

In accordance with WARN regulations, we have attached hereto a list of the job titles of all of the positions that could be affected and the number of the employees currently holding each job. The Company currently employs 123 persons and 123 will be affected. The official contact for further information for Eulen America is:

Kiomara Hidalgo | Eulen America 7200 Corporate Center Drive, Suite 206 Miami, FL 33126 | Tel: (305)269-2700

Sincerely,

Kiomara Hidalgo

Vice President of Human Resources



ATTACHMENT 1

American Sales Management Organization LLC d/b/a Eulen America

Job Title	Total
Above the Wing Supervisor	1
Administrative Assistant	1
ATO Support Services Manager	1
Cabin Agent	20
Cabin Agent RON	25
Cabin Dispatcher	1
Cabin Lavatory	1
Cabin Service Supervisor	3
Cabin Supervisor	6
Equipment Room Agent	2
International Security Agent	5
Janitorial Agent	5
Janitorial Supervisor	1
Operations Manager	1
Operations Supervisor	3
Passenger Service Agent	14
Passenger Service Lead	1
Ramp Agent	9
Ramp Manager	1
Ramp Supervisor	3
Ramp Trainer	1
Support Service Supervisor	1
Wheelchair Agent	17
Grand Total	123



Fort Lauderdale Airport (FLL) Cancellation Notice

Dear Employee,

The Broward Commissioners has notified Eulen that our permit at FLL will not be renewed in December. We know SEIU worked hard over the last two years to get Eulen out of FLL because Eulen refused to sign a neutrality agreement with the SEIU. Eulen refused to sign a neutrality agreement because we believe you, the employee, deserve the right to make an informed decision as to whether you wanted the SEIU representing you and whether you wanted to pay union dues. Federal law, established by the National Labor Relations Act, sets a procedure for employees to vote for unionization by secret ballot. However, the SEIU knew only a few of you might be interested and therefore, sought to force itself on you through a "neutrality" agreement.

Because Eulen refused, the SEIU has created issues, told untruths, and pressured carriers and elected officials to push Eulen out.

We thank you for your hard work and dedicated services. Based upon Broward Airport Agreement, most of you should (and probably will) be hired by the new and most likely unionized Employer.

The reductions are expected to be permanent and are scheduled to occur on November 29th, 2020 for all employees working the Spirit Airlines account. The rest of the employees the last day will be December 29, 2020 which is the last day of our permit unless a different date becomes available before. Once we have the information of the successor company (ies) for the other contracts, we will provide that information to all employees.

For information on available state-provided dislocated worker assistance and unemployment benefits, please contact the following agency:

Florida Department of Economics Development

Work Force Division

107 E Madison St., Tallahassee, FL 32399

Tel: 1850 -245- 7105



It is our understanding that the new service provider ERMC will hire all employees in the Spirit Account and will begin this process soon. For more information please contact ERMC, see flyer posted below.

We thank you for your valuable service to the Company. We wish you the best in your future endeavors. For more information regarding this workforce reduction, or if you have any questions or need additional information, please contact Human Resources Department at hr@eulen.com.

Sincerely,

A handwritten signature in dark ink is written over a solid horizontal line. The signature is stylized and appears to read 'Xavier Rabell'.

Xavier Rabell

CEO Eulen America