



SP+ Corporation
200 E Randolph St
Suite 7700
Chicago, IL 60601
312-274-2000

spplus.com | parking.com | bagsinc.com

September 23, 2020

Via Email

Mayor Buddy Dyer
(e) buddy.dyer@orlando.gov

Via Email

Mayor Jerry Demings
(e) mayor@ocfl.net

Via Email

Steven Gustafson
(e) WARNnotices@deo.myflorida.com

Via Email

Mayor Jose A. Alvarez
(e) jaalvarez@kissimee.org

Via Email

Commissioner Viviana Janer
(e) viviana.janer@osceola.org

Dear Distinguished Members,

Baggage Airline Guest Services (Bags) provides luggage sorting and delivery management at the Bags Remote Sorting Facility (RSF) located at 6190 Cargo Road, Orlando, FL 32827. Pursuant to the Worker Adjustment and Retraining Act of 1988 (the "WARN Act"), this letter is to inform you that the Bags employees who were temporarily laid off from the Remote Sorting Facility during the period between March 20 and July 15, are being permanently separated, effective today. A list of the job titles of the employees who will be affected by this layoff, and the number of employees within each job title, is attached.

Bags has laid off 213 employees. We expected the layoffs to be temporary and last less than six months. Since that time, however, the duration and severity of the COVID-19 pandemic, including its impact on the travel business has required us to reassess our outlook. We remain unsure if and when the Company will again staff its positions at the remote sorting facility. It is possible that these positions will return, but the timing of that action, if it occurs, is unknown at this time. Accordingly, although we had believed that the previous layoffs would only be temporary, we must now conclude that those layoffs will be permanent and the employees who worked at the above-referenced locations will be separated from Bags effective today. We were unable to provide more notice of this action because the events set forth above, all of which are outside of our control, were not reasonably foreseeable.

The impacted employees do not have bumping rights.

You may direct further inquiries about this matter to Colleen Kozak, Vice President of Human Resources via e-mail: ckozak@spplus.com or phone: (312) 274-2000.

Sincerely,

SP+ Corporation

Impacted Positions

ADMINISTRATIVE ASSISTANT	1
DRIVER	87
MAINTENANCE	1
PORT AGENT	2
PORT GSC	1
RSF AGENT	57
RSF CONTROL ROOM AGENT	2
RSF COORDINATOR	6
RSF DISPATCH	13
RSF GSC	2
RSF LUGGAGE HANDLER	14
RSF SECURITY	7
TUG DRIVER	20