



September 17, 2020

Via Courier

Mayor Lenny Curry  
City Hall at St. James Building  
117 W. Duval St., Suite 400  
Jacksonville, FL 32202

Stephen K. Gustafson, Trade & Rapid Response Coordinator  
Department of Economic Opportunity  
✓ 107 E Madison Street, Caldwell Building MSC G-229  
Tallahassee, FL 32399

**Re: Worker Adjustment and Retraining Act Notice**  
**Citi Family Center - Jacksonville: Government Notification**

Dear Mayor Curry and Mr. Gustafson:

This letter is notice that Bright Horizons Children's Centers LLC ("Company" or "Bright Horizons") is taking a job action in relation to employees who work at a childcare center located at Citi Family Center - Jacksonville, 14000 Citicards Way Building F, Jacksonville, FL 32258. The childcare center remains temporarily closed. A total of eighty-nine (89) employees were placed on furlough on April 30, 2020. All of these employees were advised at the time of Bright Horizons' expectations the furlough would last less than six (6) months and the location would hopefully reopen promptly. Unfortunately, for the reasons specified below, Bright Horizons has concluded it will be unable to reopen the daycare center and recall these employees for at least another two (2) months. Due to unforeseen circumstances and the natural disaster, the Company is unable to send you and the employees notice of this disappointing development sixty (60) days in advance of the six (6) month milestone, which occurs on October 30, 2020.

To the extent that the Company's actions constitute a covered action for purposes of the federal WARN Act, this letter is intended to fulfill any notice requirements. As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The job titles of positions to be affected; the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; and the name of each union representing affected employees, if any.

Bright Horizons is taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. Bright Horizons did not foresee how significantly and for how long a time the epidemic and related governmental lockdown orders, including orders regulating the reopening and operations of daycare centers, would affect the center's operations. It was impossible to foresee that these events would gravely impact the center's business beyond a short period, but instead for the long term. The Company is notifying you of this layoff as soon as it was practicable to do so, taking into account the great difficulties we faced in projecting if the center will be in a position to reopen and projecting staffing needs

under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these circumstances caused by the novel coronavirus epidemic disaster and ongoing national emergency.

Should you wish further information, please contact me at (617) 673-8083.

Sincerely,

Matthew E. Christoph  
Corporate Counsel  
[matthew.christoph@brighthorizons.com](mailto:matthew.christoph@brighthorizons.com)

**Bright Horizons Children's Centers LLC**  
**14000 Citicards Way, Building F**  
**Jacksonville, Florida 32258**

A list of the job titles that are being affected by this layoff. Administrative Assistant (1); Associate Teacher (34); Assistant Director (1); Business Manager (1); Camp Counselor (3); Cook (2); Cook Supervisor (2); Director (1); Education Coordinator (5); Lead Teacher (20); Office Manager (1); Substitute (5); and Teacher (13).

The number of employees affected in each job classification. Please see above.

Statement indicating if the affected employees have bumping rights. No, no bumping rights for the affected employees.

If the affected employees are represented by a union. If so, name of the representing union and the name and phone number of the union representative. No, no union represents the employees at this site.