



June 9, 2020

Via First Class Mail and E-mail

Mayor Michael J. Ryan
10770 West Oakland Park Boulevard
Sunrise, FL 33351
mryan@sunrisefl.gov

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E Madison St
Caldwell Building, MSC G-229
Tallahassee, FL 32399
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WARNnotices@deo.myflorida.com

Re: Federal Worker Adjustment and Retraining Notification Act Notice

Century 21 Department Stores, LLC
Sawgrass Store
12801 W. Sunrise Blvd
Sunrise, Florida 33323

Dear Government Officials:

Century 21 Department Stores, LLC (the "Company") operates a retail location at 12801 W. Sunrise Blvd Sunrise, Florida 33323 ("Store"). On or about March 17, 2020 and March 18, 2020 the Company notified certain employees that they would be temporarily laid off for a duration that was expected to be less than six months at that time. Due to business circumstances not reasonably foreseeable at the time the Company originally announced the temporary layoff, including restrictive reopening guidelines preventing the Company from resuming normal operations, the Company has determined that the permanent layoff of the employment of certain employees who were temporarily laid off is now necessary. Pursuant to the Federal Worker Adjustment and Retraining Notification ("WARN") Act, we are informing you that the Company has unexpectedly decided it must permanently lay off 66 employees at the Store on June 9, 2020.

The permanent layoff is due to the unforeseeable and drastic negative impact of the Coronavirus (COVID-19) on the Company's ability to engage in business.¹

As noted above, it has become reasonably foreseeable to the Company that the temporary layoff of certain employees will become a permanent layoff. Accordingly, the Company is providing affected employees with notice pursuant to the Federal WARN Act (29 U.S.C. § 2102(c)) as of the time it has become reasonably

¹While the Company seeks to comply with any applicable federal or state law, the Company does not concede that the layoff is a covered event under the Federal WARN Act or that it requires issuance of Federal WARN Act notice.

foreseeable that the extension of the layoff beyond six months will be required. The Company has provided affected employees with less than sixty (60) days' notice, which is as soon as practicable, pursuant to the Federal WARN Act (29 U.S.C. §§ 2102(b)(2)(A) and 2102(b)(3)). Specifically, the permanent layoff is caused by COVID-19-related business circumstances that had a sudden, unexpected and dramatic adverse impact upon the Company's business and were not reasonably foreseeable as of the time that notice would have been required. Several unanticipated recent events beyond the Company's control have resulted in the significant decrease in the Company's revenue, including a decrease in customer demand caused by customers' inability to visit the Store and continued and sustained governmental "stay at home" orders (at the state and local level), recent reopening restrictions related to Sunrise, Florida retail stores that prevent the resumption of normal operations, significantly reduced sales based on the restrictive reopening guidelines and a decrease of foot traffic in the Store, and the limitations on the number of employees who are able to work at the Store and the number of customers who may enter the Store to maintain social distancing per guidance from federal, state and local authorities. These events have dramatically and unexpectedly seriously prevented and/or interrupted the Company's operations. Pursuant to Federal WARN Act (29 U.S.C. § 2102(b)(2)(B)), the permanent layoff is also caused by a "natural disaster" or "similar effects of nature." In light of these unanticipated circumstances, we are providing notice as soon as practicable.

None of the affected employees have bumping rights pursuant to a collective bargaining agreement or otherwise.

The job titles of the positions of the employees who will be permanently laid off, and the number of affected employees in each job title are set forth in "Exhibit A" (annexed to this correspondence and made a part hereof).

Please be advised that on this date of June 9, 2020, the Company provided Federal WARN Act notice to all affected employees via first class mail delivery. This letter delivered via first class mail and e-mail on June 9, 2020 serves as the notice to the Florida State Dislocated Worker Unit and the applicable chief elected official.

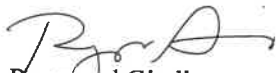
The information contained in this letter is based on the best information available to the Company at this time.

For further information, please contact:

- Cara Muraco, Director of Human Resources for Stores at 212-227-9092 (ext. 2486) or via email at cmuraco@c21stores.com.
- Nicole Barchetto, Director of Training and Development at 212-227-9092 (ext. 7939) or via email at nbarchetto@c21stores.com.

Cara Muraco and Nicole Barchetto have been designated as the Company's representatives.

Very truly yours,



Raymond Gindi
Co-Chief Executive Officer
Century 21 Department Stores, LLC

EXHIBIT A

**Century 21 Department Stores, LLC
Sawgrass Store
12801 W. Sunrise Blvd
Sunrise, Florida 33323**

Job Title	Number of Affected Employees
ASST GUEST EXPERIENCE MANAGER	2
BEAUTY ADVISOR	3
DEPARTMENT MANAGER	3
FIELD MERCHANDISE MANAGER	1
FITTING ROOM ATTENDANT	1
HUMAN RESOURCES ASSISTANT	1
HUMAN RESOURCES MANAGER	1
MERCHANDISING TEAM MANAGER	1
MERCHANDISING TEAM MEMBER	9
RECEIVING MANAGER	1
REGISTER COMPLEX SUPERVISOR	1
SALES	24
SALES CASHIER	13
STOCK CLERK	4
VISUAL SPECIALIST	1