



November 25, 2019

VIA OVERNIGHT MAIL

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

Mayor Robert F. Apgar
City of DeLand – Mayor’s Office
120 S. Florida Avenue
DeLand, FL 32720

RE: Notice Pursuant to Worker Adjustment and Retraining Notification Act

Dear Mayor Apgar and Coordinator Gustafson:

This letter is being issued in accordance with any possible obligation under the federal Worker Adjustment and Retraining Notification Act (“WARN”) to notify you that Charter Communications (“Charter”) has eliminated certain positions within its video repair department at its facility located at 1655 SR 472, Deland, Florida 32724, DeLand, FL 32724 (the “Facility”). The entire Facility will *not* be closed as a result of this action. As a result of this layoff action, 120 employees at the Facility have been terminated from Charter, with employee terminations occurring on August 22, 2019.

Because the Company is committed to providing as much advance notice as possible to the affected employees, all affected employees were notified of their employment terminations as of June 19, 2019. Enclosed herewith is a listing of all job titles of positions to be affected and the number of affected employees holding each such title. Pursuant to any possible obligation under WARN, notice is being provided simultaneously to the Florida Department of Economic Opportunity and the chief elected local official by use of this letter.

Affected employees will be and/or have been paid all wages and other benefits to which they are entitled (if any) through their date of termination. On or before the effective date of each employee’s termination, Charter will provide and/or provided information concerning benefits available under separate cover to eligible affected employees.

This action is expected to be permanent. None of the affected employees are represented by a union or any other collective bargaining representative. Because Charter does not recognize bumping rights for its employees, terminated employees are not permitted to displace remaining employees based on seniority or any other factor.

This notice is given based upon the best information available to Charter at this time. For further information regarding this matter, please contact Kathy Bryson at 704-206-2573.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Marchand". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Paul Marchand
Executive Vice President, Human Resources

Enclosure

CHARTER COMMUNICATIONS JOB TITLES OF EMPLOYEES AFFECTED BY EMPLOYMENT LOSS
1655 SR 472, Deland, Florida 32724, Deland, FL 32724

Job Title	Number of Employees in Job
Administrative Assistant	1
Bus Controls Analyst-Cust Ops	1
Facilitator II	1
Lead Video Repair	5
Mgr, Customer Service	2
Mgr, Facilities	1
Mgr, Human Resources	1
Recruiter I	1
Rep 1, Cust Svc Video Repair	52
Rep 2, Cust Svc Video Repair	20
Rep 3, Cust Svc Video Repair	25
Sup, Customer Service	10
Grand Total	120