

12/23/19



25 November 2019

All CoSTAR RBOS II Employees,

CoSTAR Services, Inc. employs you at the NS Mayport or NAS Jacksonville site in support of the U.S. Navy Regional Base Operations Support (RBOS) II Contract. The current Contract period ends 31 JAN 2020. CoSTAR has not received notice from the U.S. Navy Contracting Officer that they intend to continue our contract beyond 31 JAN 2020. As you know, your employment with CoSTAR terminates at the conclusion of the RBOS II contract and absent a continuation of the contract, you will be laid-off as of 31 JAN 2020.

Thus, pursuant to the Worker Adjustment and Retraining Notification Act (WARN Act), CoSTAR Services, Inc. is providing you with this layoff notice 60 days in advance of this expected layoff. This layoff is expected to be permanent due to the ending of the contract.

Please be advised that you and your family can obtain assistance through the State Rapid Response Dislocated Worker Unit and the chief elected officer of the counties in which these U.S. Military facilities are located which have received a copy of this WARN Act notice.

Both Mike Bray and I would like to extend our gratitude for the hard work and dedication you have provided for CoSTAR to the U.S. Military at NS Mayport and NAS Jacksonville. You may contact either of us if you have questions about this Notice.

Thank you,

Teresa Bray
President/CEO
CoSTAR Services, Inc.
/mGbow

cc via USPS First Class Mail and Email:

Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC 229, 107 E. Madison Street
Tallahassee, FL 32399-4137
Via email: WARNnotices@deo.myflorida.com

Leonard Boyd Curry, Mayor Jacksonville, Florida
117 W. Duval St.
Jacksonville, FL 32202
Via email: MayorLennyCurry@coj.net

- 1. The name and address of the employment site where the plant closing or mass layoff will occur:

- CoSTAR Services, Inc.
- 536 Child Street
- NAS Jacksonville, FL 32212

And

- CoSTAR Services, Inc.
- 2025A Patrol Rd
- NS Mayport, FL 32228

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- 2. The nature of the planned action, (i.e. whether it is a plant closing or mass layoff and whether or not the employment loss will be temporary or permanent); Mass layoff; Permanent

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- 3. The reason for the plant closing or mass layoff: Termination for U.S. Navy Regional Base Operations Support (RBOS) II Contract N69450-17-D-1706

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- 4. The expected date of the first separation, and the anticipated schedule for any further separations; 31 JAN 2020 will be the last day of employment for all employees under this contract. No follow-on contract for employment opportunities with CoSTAR.

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- 5. The job titles of positions to be affected, and the number of affected employees in each job classification:

- NAS Jacksonville:
 - Janitor: 36
 - Grounds Laborer: 16
 - Tractor Operator: 4
 - Mechanic: 1
 - Service Order Dispatcher: 1
 - Managers: 4
 - Supervisors: 1
- NS Mayport:
 - Janitor: 18
 - Grounds Laborer: 9
 - Supervisors: 1
 - Managers: 3
- Total: 94

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- 6. A statement as to the existence of bumping rights, if any exist: N/A

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- 7. The name of each union representing affected employees (if applicable), and the name and address of the chief elected officer of each union: N/A

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- 8. The name, address, and telephone number of a company official to contact for additional information:

- Teresa Bray
- CoSTAR Services, Inc.
- 8600 Wurzbach Rd Suite 801
- San Antonio, TX 78240
- 210-694-0013

mGbow,

Teresa Bray
President/CEO
CoSTAR Services, Inc.
210.694.0013 (Office)
210.694-0380 (Fax)