

December 18, 2019

Cognizant
12-19-19

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 Jane Castor
Office of the Mayor
Tampa Municipal Office Building
306 East Jackson St
Tampa, FL 33602

Re: Notice of Facility Closing Pursuant to WARN

Dear Coordinator Gustafson and Mayor Castor:

This letter is to inform you, pursuant to any possible obligation under the federal Worker Adjustment and Retraining Notification Act ("WARN"), that Cognizant (the "Company") will be shutting down operations at its facility located at 7725 Woodland Center Blvd, Tampa, FL 33614 (the "Facility"). As a result, we anticipate that approximately 556 employees at the Facility will be separated from the Company beginning February 29, 2020. Once this reduction in force is completed, the Company will cease operations at the Facility.

This action is expected to be permanent. Because the Company does not recognize bumping rights for its employees, terminated employees are not permitted to displace remaining employees based on seniority or any other factor. Affected employees will be 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, the Company will provide information concerning benefits available, if any, under separate cover to eligible affected employees.

Attached hereto is a list of all affected positions and the number of affected employees in each job classification at the Facility. No applicable positions are represented by any union or other collective bargaining representative. All affected employees have been or are being notified of their employment terminations at least 60 days before their terminations are scheduled to occur.

This notice is given based upon the best information available to the Company at this time. For further information, please contact: **Mark A. O'Connell, 202-370-2137.**

Sincerely,

Mark A. O'Connell
Director, Government Relations

Enclosure

LIST OF AFFECTED POSITIONS AT THE FACILITY

POSITION TITLE	NUMBER OF AFFECTED EMPLOYEES
Associate - BPO	1
Associate - Projects	1
Delivery Lead	1
Director	1
Process Executive	3
Process Executive - Data	418
Process Executive - Voice	1
Process Specialist	75
Process Specialist - Data	1
Service Delivery Manager	5
Sr Systems Engineer	1
Sr. Manager - BPO	2
Team Lead	13
Team Leader	28
Team Manager	5