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THE DAYTONA BEACH
**NEWS-
JOURNAL**
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April 24, 2019

Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program, Dep't of Economic Opportunity
Caldwell Building, MSC G-229
107 East Madison Street
Tallahassee, Florida 32399-4137

Re: Worker Adjustment and Retraining Notification Act Notice

Dear Mr. Gustafson:

I send this notice on behalf of CA Florida Holdings, Inc., d/b/a Daytona Beach News-Journal. The Daytona Beach News-Journal has been undergoing a careful evaluation of its operational and staffing needs. As a result, we have decided to implement an operational restructuring and discontinue printing and inserting operations at our facility in Daytona Beach, Florida. The reason for this restructuring is print consolidation due to industry challenges. Unfortunately, we anticipate that this will result in the termination of employment for several employees covered by the collective bargaining agreement ("CBA") between CA Florida Holdings, Inc. and Graphic Communications Conference/International Brotherhood of Teamsters, Local 444 (the "Union")

The timeline for this restructuring is subject to several variables and we plan to continue an open dialogue with employees regarding the timing and impact of the restructuring. It is also unclear whether or not the resultant employee terminations will trigger the provisions of the Federal Worker Adjustment and Retraining Notification Act of 1988 (WARN). Despite this uncertainty, we are providing you with the information contained in this letter in accordance with WARN, and based on the best information available to us at this time.

CA Florida Holdings, Inc., d/b/a Daytona Beach News-Journal, hereby notifies you that:

(1) The name and address of the employment site where the employment terminations are expected to occur is the Daytona Beach News-Journal facility located at 901 Sixth Street, Daytona Beach, Florida 32117.

(2) The Daytona Beach News-Journal expects this restructuring, and all of the resultant employee separations, to be permanent actions. However, we are not planning to close the entire facility at that location.

(3) The name, address, and telephone number of an employer representative to contact for further information and for purposes of providing rapid response services to affected employees is Patty Morris Davis, Group HR Director, 901 Sixth Street, Daytona Beach, Florida 32117, (386) 681-2218.

(4) While we cannot yet provide you with an exact date for each employee's separation from employment, we currently anticipate that the employment separations may occur or commence within the 14-day period from June 30, 2019 to July 13, 2019.

(5) A list of the job titles of the positions that may be affected, and the number of potentially affected employees in each job position, is attached as Attachment 1.

(6) Many of the affected employees are represented by Graphic Communications Conference/International Brotherhood of Teamsters, Local 444 ("Local 444"). Local 444 is the only union representing affected employees. The name and address of the chief elected officer of Local 444 is George Tedeschi, kself@gciu.org.

(7) Bumping rights do not exist for any affected employees.

Should you have any questions regarding this matter or this notice, please contact our representative identified above.

Very truly yours,

CA Florida Holdings, Inc.



Jane Katona

VP Account Management/General Manager

