

June 30, 2020

Attn: 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
Via Fax: (850) 921-3859

Re: Notice of layoffs

Dear Mr. Gustafson:

We regret to inform that Fluorotek USA, Inc. ("Fluorotek USA") will experience a reduction in its workforce in the amount of **[80]** employees representing **80%** of Fluorotek USA's workforce, as a result of a significant downturn in business resulting from a recent significant reduction of purchase orders from Fluorotek USA's primary customer and the Covid-19 pandemic, both of which were unforeseeable business circumstances that were sudden, dramatic, unexpected, and outside of Fluorotek USA's control. The Worker Adjustment and Retraining Notification Act of 1988 requires that a 60-day notice be provided to employees under such layoffs, however, due to the nature of the Covid-19 outbreak, Fluorotek USA is only able to provide a **[3]** days' advance notice of the layoffs to employees in order to continue limited business operations.

At this time, the employees should consider such layoffs to be permanent. As part of the corporate reorganization, Fluorotek USA, Inc. will attempt to continue operation of its manufacturing facilities by obtaining additional contracts or new business. If these efforts are successful, some employees may be maintained or recalled to work. However, because the success of such efforts are entirely unknown at this time, no Fluorotek USA, Inc. employee who is being laid off should count on being recalled to employment with the Company.

The layoffs will affect employees at the following site:

Fluorotek USA, Inc.
1301 W. 13th Street, Suite A
Riviera Beach, FL 33404

The layoffs will **take place on July 3, 2020**. The effective date of the employees termination will be **July 3, 2020 11:59pm**.

The following departments, positions, and employees will be affected by the layoffs:

Department: Production
Total number of affected employees in department: 78
Job title(s) and employees affected: General Laborer
Job title 1: General Laborer

Total positions affected: 78
Names of affected employees:

Department: Administration
Total number of affected employees in department: 3
Job title(s) and employees affected: Administration
Job title 1: Human Resources
Total positions affected: 1
Names of affected employees:

Job title 2: Supervisor
Total positions affected: 2
Names of affected employees:

Employees slated for layoff do not have bumping rights under the employee handbook.

If you have additional questions, please contact **David Helbig** at **561-429-6607**.

Sincerely,

David Helbig, COO/Co-Owner

1301 W 13th Street Ste A
Riviera Beach, FL 33404