

HCFS Health Care Financial Services, LLC

1643 NW 136th Avenue, Building H, Suite 100 | Sunrise, FL 33323

June 18, 2020

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E. Madison Street
Caldwell Building, MSC G-229
Tallahassee, FL 32399

Re: Notice pursuant to federal WARN Act

Dear Mr. Gustafson:

HCFS Health Care Financial Services, LLC ("HCFS") is providing this Notice to you consistent with the requirements of the federal Worker Adjustment and Retraining Notification Act (the "WARN Act"), 29 U.S.C. § 2101, *et seq.*, and 29 C.F.R. § 639.7(e).

HCFS Health Care Financial Services, LLC ("HCFS") regrets to notify you that on or about June 22, 2020, it will furlough three employees who are not formally part of its Sunrise Billing Center that will soon be closing, but who work in the same office building at 1643 NW 136th Ave, Building H, Suite 100, Sunrise, FL 33323 where the Sunrise Billing Center is located. The closing of the Sunrise Billing Center has been the subject of several letters we have previously sent you dating back to February.

To ensure compliance with the WARN Act, we are providing the affected employees and you with as much notice as is practicable under the circumstances, but the impact of the COVID-19 virus on our business operations has created changed business circumstances that were not reasonably foreseeable and that require us to take the immediate action described in this letter.

The job titles of the 3 employees who will experience temporary furloughs are as follows:

Employees Scheduled for Temporary Furlough Beginning 6/22/2020:

JOB TITLE	NUMBER OF EMPLOYEES
WAYSTAR SUPPORT REPRESENTATIVE	1
IDX MAINTENANCE REPRESENTATIVE II	2

Again, HCFS expects that these reductions in hours and furloughs will be temporary. While it appears likely that many of the affected employees will experience reductions in work hours or furloughs lasting less than 6 months that would not trigger the notice requirements of the WARN Act, in an abundance of caution and to ensure its full compliance, HCFS is providing WARN notices to all potentially covered employees as described herein.

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No union represents any of the employees at this facility. There will be no “bumping” rights in connection with these reductions in hours or furloughs, which means that affected employees will not have the right to take another employee’s job at another facility operated by HCFS or any of its corporate affiliates.

Further requests for information regarding the reductions/furloughs announced in this Notice can be directed to me, and I can be reached at (954)377-2681.

Sincerely,



Kim Mann
Human Resources Manager
for HCFS Health Care Financial Services, LLC