

## HCFS Health Care Financial Services, LLC

1643 NW 136<sup>th</sup> Avenue, Building H, Suite 100 | Sunrise, FL 33323

April 30, 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). This letter follows up on the previous notice letters we sent you on February 7, 2020 (our “February 7 Letter”), February 28, 2020 (our “February 28 Letter”), March 31, 2020 (our “March 31 Letter”), and April 17, 2020 (our “April 17 letter”), and it provides you with additional details about a group of 60 employees whose employment is expected to terminate on June 1, 2020, which is sooner than we previously expected.

In our February 7 letter, HCFS notified you that on or about August 1, 2020, it expected to close its billing center located at 1643 NW 136<sup>th</sup> Ave, Building H, Suite 100, Sunrise, FL 33323 (the “Sunrise Billing Center”), and that the closing of the Sunrise Billing Center is expected to be permanent. We also notified you that this closure of the entire Sunrise Billing Center will necessitate multiple groups of employee terminations. As we advised you in our February 7 Letter, the first group of 11 Sunrise Billing Center employees affected by the facility closing was notified on February 7, 2020 that their employment with HCFS would terminate on April 7, 2020. As we subsequently advised you in our February 28 Letter, the second group of 17 Sunrise Billing Center employees affected by the facility closing was notified on February 28, 2020 that their employment with HCFS will terminate on May 1, 2020. And as we subsequently advised you in our March 31 Letter, the third group of 51 Sunrise Billing Center employees affected by the facility closing was notified on March 31, 2020 that their employment with HCFS will terminate on June 1, 2020. Additionally, we notified you on April 17 and provided you with additional details about a group of 61 employees whose employment is expected to terminate on May 1, 2020, which was sooner than we previously expected.

In our April 17 letter, we notified you that due to unavoidable changed business circumstances that were not reasonably foreseeable, we expected that the Sunrise Billing Center would close on July 1, 2020. On this date, we notified you that the employment of 61 employees would terminate on May 1, 2020. We are now notifying you that due to unavoidable changed business circumstances that were not reasonably foreseeable until now, HCFS will now be terminating the employment of an additional group of 60 HCFS employees on June 1, 2020. This group will be notified today that their employment with HCFS will terminate on June 1, 2020. We are providing these employees with as much notice of these accelerated dates as is practicable

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under the circumstances in light of the impact of the COVID-19 virus on our business operations and the resulting change in our business circumstances that were not reasonably foreseeable prior to now and that require us to take the accelerated actions described in this letter. These positions are in addition to the positions already selected for termination June 1, 2020. For additional clarity, we have highlighted the positions that are 60 new additions to the June 1, 2020 date. The job titles of the employees whose employment will terminate in on June 1, 2020 are as follows:

### Positions Selected for Termination on June 1, 2020

JOB TITLE	# TERMINATIONS
CLERK I	3
CODER	12
APPEALS CODER	1
SR CODER	3
IDX COORDINATOR	2
WEB ACCESS COORDINATOR	1
CROSS COVERAGE FLOAT	1
AR REP	5
CHART SWAP REP	1
CLIENT SERVICES REP	1
DENIALS/APPEALS REP	6
ELIGIBILITY REP	4
OVERPROVISION REP	7
PATIENT ACCOUNTS REP	5
PATIENT ACCOUNTS CORRESPONDENCE REP	1
PATIENT REGISTRATION REP	1
RECONCILIATION REP	1
SR AR REP	1
SR DENIALS/APPEALS REP	1
SR REFUNDS/REIMBURSEMENT REP	1
CODING SUPERVISOR	1
PATIENT SERVICES SUPERVISOR	1
CLERK I	4
SR CODER	4
SR APPEALS CODER	1
ADMINISTRATIVE COORDINATOR	1
CODING QA COORDINATOR	1
IDX PE COORDINATOR	1
DIRECTOR	1
ALLOWABLES REP	1
AUDIT TRACKING SYSTEMS REP	1
PATIENT ACCOUNTS CORRESPONDENCE REP	1
SR DENIALS/APPEALS REP	1
CODING SUPERVISOR	1
TRAINER	1

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HCFS expects that these employment terminations will be permanent.

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

We will send you one or more supplemental WARN Act-compliant letters as soon as is practicable prior to subsequent terminations once we have determined the sequence and timing of those additional covered terminations that will occur sometime between now and July 1, 2020.

We are also sending a similar letter to the Hon. Michael J. Ryan in his capacity as Mayor of the City of Sunrise and Hon. Mark D. Bogen in his capacity as Mayor of Broward County.

Further requests for information regarding the terminations 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