



April 30, 2020

Ken Lawson
Executive Director
Florida Department of Economic Opportunity
Career Sources Florida
PO Box 13179
Tallahassee, FL 32317

Via email: info@careersourceflorida.com

Harte Hanks Direct Marketing/Jacksonville, LLC
WARN NOTICE OF PLANT CLOSING

Dear Executive Director Lawson,

Harte Hanks Direct Marketing/Jacksonville, LLC plans to close its facility located at 7498 Fullerton Street, Jacksonville, FL 32256. The planned action, when finalized, will be permanent and will affect all employees working at the facility as permanent separation or work from home arrangement.

At this time, separations of employees will commence on June 30, 2020 or during a 14-day period starting on that date and on July 31, 2020 or during a 14-day period starting on that date. Both groups are listed in Attachment A. No one will have the right to bump or displace other employees, and there is no union representing the affected employees. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A.

This announcement and the above timetable are based on the best information currently available. You will be informed of any significant changes in these plans as additional information becomes available. In order to enable them to better transition to new employment, employees are being notified of the closure on May 1, 2020. Below is the name and telephone number of a company official to contact for further information:

Nina Hall,
Vice President of People, Human Resources
Harte Hanks
2750 – 114th Street
Grand Prairie, TX 75050
(972) 827-5211 mobile

To the extent that the closure constitutes a covered event under the Worker Adjustment and Retraining Notification Act (WARN), the "California WARN" act, or any similar state statute, this letter is intended to fulfill any requirements imposed under these provisions. By providing this information, however, the Company does not concede that any such provision applies or that notice is required.

Sincerely,

Nina Hall
Vice President of People, Human Resources



ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by a plant closure at Harte Hanks Direct Marketing/Jacksonville, LLC's Jacksonville facility.

Separations of Employees To Occur Commencing on June 30, 2020 through July 31:

	Permanent Separation
Bindery	3
Bindery Lead	1
Client Services Manager	1
Computer Operator	4
Creative Specialist	1
Cutter Operator	2
Data Entry Operator	1
Folder Operator	3
Fulfillment Clerk	3
Fulfillment Supervisor	1
Graphics Manager	1
Inkjet Operator	2
Inkjet Sorter	1
Insert Operator	9
Inserting Lead	1
Jacksonville Operations Manager	1
Jet Pressman	1
Machine Operator	6
Material Handler	1
Mechanic	1
Operations Manager	1
Personalized Mail Lead	1
Prepress Operator	1
Prepress Supervisor	1
Press Operator	3
Print Operator	2
Production Lead	2
Production Mechanic	1
Production Supervisor	1
Programmer/Developer	1
Purchasing Manager	1
Transportation Lead	1



Warehouse Equip Operator	1
Warehouse Manager	1
Warehouse Office Supervisor	1
Total Impacted Employees	63