

5-8-19



May 7, 2019

Director
State Dislocated Worker Unit/Rapid Response Team
107 Madison St
Caldwell Blvd
Tallahassee, Florida 32399-4120

RE: Iron Bow Technologies, LLC.

Dear Director:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff or permanent closure.

This is to advise you that Iron Bow Technologies, LLC., which maintains corporate headquarters at 2303 Dulles Station Blvd, Herndon, VA 20171, has decided to cease business operations and permanently close the entire facility located at 4502 Woodland Corporate Boulevard, Suite 105, Tampa, FL 33614.

Iron Bow Technologies, LLC. expects to terminate all employees employed at the facility. Layoffs of affected employees will commence with the termination of employees on or about June 28, 2019 and will conclude not later than July 15, 2019. A list of the job titles and the number of employees affected is attached. None of the employees have "bumping rights" and there is not a union representing them. The anticipated layoffs will be permanent.

For further information, the State may contact me at the above address and telephone number below.

Sincerely,

A handwritten signature in cursive script that reads "Debbie Yassine".

Debbie Yassine
VP, Human Resources
703-279-3020

Enclosure

List of Positions Potentially Affected

Corporate Job Title	Positions Affected
Administrative Specialist	1
Associate Systems Administrator	1
Call Center Manager	1
Customer Service Representative	151
HR Associate	1
Interim Quality Analyst	3
Interim Team Lead	4
Lead Systems Administrator	1
Operations Manager	1
Principal Recruiter	1
Quality Analyst	1
Recruiter	1
Sr. HR Generalist	1
Team Lead	5
Trainer	3
Work Force Analyst	2

TOTAL: 178