

LAZ Florida Parking, LLC
404 Washington Avenue
Suite 640
Miami Beach, FL 33139

December 15, 2020

Via Email to WARNnotices@deo.myflorida.com

Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137

Dear Mr. Gustafson,

As a result of unforeseeable business circumstances, specifically the current national and state emergencies relating to the COVID-19 virus, LAZ Florida Parking, LLC ("LAZ") has reduced staff at work sites that report to the Regional Offices listed in Exhibit A. Initially, the COVID-19 pandemic prompted numerous government and health directives that impacted our business and made it impossible to continue operations for the time being. We were hopeful that these restrictions and associated loss in revenue would be temporary. Since that time, it has recently become apparent that there will be longer-term revenue impacts as a result of the continued spread of the virus, extensions of various government mandates and restrictions, cancellation of conferences and events, and the prolonged decline in demand for some of our parking services.

We initially anticipated that employee furloughs and layoffs for bargaining unit members would be temporary. Due to the sudden, dramatic, and unforeseeable additional impact of this pandemic on our business that is outside of our control, unfortunately, we must now engage in some employee separations that are expected to be permanent at such time as is provided under the applicable provisions of the relevant collective bargaining agreement in the case of union represented employees. Any recall provisions available to union employees under the collective bargaining agreement that governs such positions will remain in effect. If the situation and business conditions improve, employees may be offered an opportunity for re-hire. The Regional Offices are not being fully closed, and not all employees reporting to the Regional Offices will be impacted. Exhibit A includes the name and address of the Regional Offices at issue, as well as the number of employees affected, the date(s) that the permanent separations are being initiated, and information regarding union representation, if applicable.

All affected employees have been or will be notified of their separation dates and that their separation from employment is anticipated to be permanent. LAZ Parking does not have a job bumping system; that is, employees will not be able to displace more junior employees out of their job positions because of this reorganization. If employees are members of a union or subject to a collective bargaining agreement, they may have bumping or other rights under the applicable collective bargaining agreement. We have also notified the respective unions of this matter.

We are providing this notice as soon as possible in light of the rapidly developing events surrounding COVID-19, which is recognized as a global pandemic, natural disaster, and physical calamity. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time. We are providing this information out of an abundance of caution based on information currently available. The number of impacted individuals may change and will be updated promptly as appropriate. You may contact me at the phone number listed below for additional information.

Sincerely,
Maggie DiPaolo
Senior Manager, Human Resources
(312) 771-1939 phone

EXHIBIT A

Regional Office	Address	Number of Employees Impacted by Furloughs and/or Layoffs	Date of First Furlough/Layoff and Subsequent Furloughs/Layoffs (if applicable)	Name, Chief Elected Official, and Address of Unions (if applicable)
Miami Beach Regional Office	404 Washington Avenue Suite 640 Miami Beach, FL 33139	124	11/23/2020	N/A