

March 4, 2019

**Worker Adjustment and Retraining Notification Act Notice**

**VIA ELECTRONIC MAIL AND U.S. FIRST CLASS MAIL**

Steven Gustafson, State Trade and Rapid Response Coordinator  
REACT Program  
MSC 229  
107 E. Madison Street  
Tallahassee, FL 32399-4137  
[WARNnotices@deo.myflorida.com](mailto:WARNnotices@deo.myflorida.com)

Dear Mr. Gustafson:


Please be advised that this letter is being sent by Laser Spine Institute, LLC and LSI Management Company, LLC (collectively, the "Company") pursuant to the federal Worker Adjustment and Retraining Notification Act, more commonly known as "WARN."

The Company has been diligently working for the past several months to secure financing for the Company to allow it to continue go-forward operations. Unfortunately, on March 1, 2019 these financing efforts fell through suddenly and unexpectedly and, equally unexpectedly, the Company's lenders exercised certain of their setoff rights, which depleted the Company's operating capital. As a result, the Company was forced to permanently cease operations at its facility located at 5332 Avion Park Drive, Tampa, FL 33607. Employees at this facility have been terminated effective March 1, 2019, and others are expected to be terminated during the two to four week period beginning on March 4, 2019. While the Company would have preferred to provide WARN notice before now, earlier notice was not feasible because the closure of this facility was not anticipated, and issuing notice at an earlier date would have undermined the financing efforts that were underway at that time.

No Company employees are represented by a collective bargaining representative, and the Company has no policy creating transfer, bumping, or reassignment rights for laid-off employees. All affected employees at the above-referenced location were issued similar notice today. A listing of the job titles affected and the number of affected employees in each job title is attached hereto.

For further information, you may contact the undersigned at 813-392-7612 or [bhom@laserspineinstitute.com](mailto:bhom@laserspineinstitute.com).

Sincerely,



Benjamin Hom  
Sr. Vice President of Talent

EMPLOYEES TERMINATED MARCH 1, 2019

Count of Payroll Name	
Job Title Description	Total
Accountant - Staff	2
Accounts Payable Associate - Senior	2
Accounts Receivable Representative	3
Accounts Receivable Representative I	8
Accounts Receivable Representative II	3
Accounts Receivable Representative III	4
Administrative Assistant	2
Anesthesiologist	2
Appeals Specialist	1
Applications Analyst - Oracle, Senior	1
Billing Specialist	5
Business Application Development Lead	1
Buyer II	1
Care Manager - RN	9
Care Team Documentation Specialist	2
Cashier	1
Chairman - Physiatry & Interventional Spine	1
Chiropractic Patient Empowerment Consultant	2
Clinical EMR Analyst	1
Compliance Project Coordinator	1
Conservative Care Medical Assistant	2
Conservative Care Physician	1
Consult Scheduling Assistant	1
Copy Editor	1
Corporate Events Coordinator	1
Credentialing Specialist	1
CRNA	6
Customer Care Representative	22
Data Processing Specialist	1
Database Marketing Specialist	1
Diagnostic & Imaging Coordinator	2
Director - Customer Service	1
Director - Digital Marketing	1
Director - Nursing	1
Director - Physiatry & Interventional Spine	1
Director, Assistant - Nursing	2
Director, Senior - Patient Empowerment Ops	1
Director, Senior - Regional Clinic	1
Documentation Specialist	3
Education and Training Specialist	1
EHR Business Analyst	1
EHR Clinical Analyst	1
EHR Systems Analyst	1
Enterprise Care Team Manager	1
Escalation Specialist	1
Executive Assistant	1
FP&A Analyst - Senior	1
Graphic Designer	1
Hospitality Associate	4
Hospitality Scheduler	1
Human Resources Coordinator	1
Inventory Control Specialist	1

IT Support Associate	2
Legal Assistant and Deposition Coordinator	1
Line Cook	1
Litigation Counsel	1
Litigation Legal Assistant	1
Litigation Paralegal	1
Manager - Creative Services	1
Manager - Database Marketing	1
Manager - Influencer Marketing	1
Manager - Internal Communications	1
Manager - Legal Affairs, Assoc. Gen. Counsel	1
Manager - Local Marketing	1
Manager - Medical Research and Innovation	1
Manager - MRI Administration	1
Manager - Organizational Development	1
Manager - Patient Access Services	1
Manager - Patient Empowerment	5
Manager - Radiology Imaging	1
Manager - Regulatory Compliance & Privacy Off	1
Manager - Revenue Management	1
Manager - Senior, Corporate Communications	1
Manager, Senior - Media	1
Manager, Senior - Patient Empowerment	1
Manager, Senior - Research & Clinical Outcome	1
Manager, Senior - Strategic Initiatives	1
Marketing Content Specialist	1
Marketing Production Specialist	1
Master Scheduler	1
Medical Assistant	7
Medical Coder I	4
Medical Records Specialist	2
MRI Transcribe Specialist	3
Multimedia Specialist	1
Nurse Practitioner	7
Nurse Practitioner - First Assist	1
Online Media Specialist	1
Patient Concierge	8
Patient Empowerment Consultant - I	28
Patient Empowerment Consultant - II	35
Patient Experience Coordinator	1
Patient Relations	1
Patient Services Development Specialist	2
Patient Services Physician	1
Patient Support Representative	6
Physical Therapist	1
Physician Chiropractor - Consult	1
Physician Liaison	6
Project Planner	1
Quality Assurance Representative	1
Radiology Technologist	2
Recovery Care Consultant	1
Recovery Care Consultant - Senior	3
Registered Nurse	13
Report Intake Specialist	7
Research Analyst	1

Senior Data Reporting Architect	2
Social Media Specialist - Senior	1
Spine Care Consult Specialist	3
Spine Care Consultant	1
Sterile Processing Technician	2
Surgeon	3
Surgeon's Assistant	1
Surgical Technologist	6
System Administrator	1
Systems Engineer - Senior	2
Talent Acquisition Specialist	2
Team Lead - Accounts Receivable	1
Team Lead - Care Manager - RN	4
Team Lead - CCR	4
Team Lead - CRNA	1
Team Lead - Hospitality Associate	1
Team Lead - Medical Assistant	1
Team Lead - Medical Records	1
Team Lead - MLP	1
Team Lead - Recovery Care	1
Team Lead - Revenue Management	3
Total Spine Care POD Physician	2
Transcriptionist	2
Voice Engineer	1
VP - Business Development	1
VP - Marketing	1
VP, Senior - Patient Empowerment	1
VP, SR - Information Technology and Strategy	1
Web Based Application Developer	2
Web Based Application Developer II	1
Web Content Writer	1
Workers Comp-Personal Injury Specialist	2
Workforce Management Analyst	1
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<b>Grand Total</b>	<b>354</b>

EMPLOYEES EXPECTED TO BE TERMINATED MARCH 15, 2019

Count of Payroll Name	
<b>Job Title Description</b>	<b>Total</b>
Appeals Specialist	1
Billing Specialist	1
Chairman of Surgery	1
Chief Marketing Officer	1
Corporate Legal Assistant	1
Credentialing Specialist	1
Director - Administrative Services	1
Director - Human Resources	1
Enterprise Care Team Manager	1
IT Support Associate	1
Line Cook	1
Manager - Clinic	1
Manager - Enterprise Diagnostics	1
Manager - Patient Support	1
MRI Technologist	3
Nurse Practitioner	1
Patient Concierge	1
Spine Care Consultant	1
Team Lead - Medical Coding	1
Team Lead - MLP	2
Total Spine Care Business Analyst	1
Transcriptionist	1
Voice Engineer	1
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<b>Grand Total</b>	<b>26</b>

EMPLOYEES EXPECTED TO BE TERMINATED MARCH 22, 2019

Count of Payroll Name	
<b>Job Title Description</b>	<b>Total</b>
Director - Executive	3
Director - Medical Quality Assurance	1
Director, Associate - Enterprise Operations	1
Director, Senior - ASC and Nursing Operations	1
Director, Senior - Executive	1
Director, Senior - Nursing	2
FP&A Analyst II	1
Human Resources Generalist	1
Interim, Director, SR - Nursing and ASC Ops	1
Mail, Shipping and Receiving Specialist	1
Manager - Enterprise of Life Safety	1
Manager - Enterprise Risk/Pt Safety Officer	1
Manager - Procure to Pay Operations	1
Manager - Revenue Management	2
Manager - Strategic Sourcing	1
Medical Records Specialist	1
Payroll Specialist	1
Team Lead - Revenue Management	1
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<b>Grand Total</b>	<b>22</b>

EMPLOYEES EXPECTED TO BE TERMINATED MARCH 29, 2019

Count of Payroll Name	
<b>Job Title Description</b>	<b>Total</b>
Accountant - Senior	1
Chief Legal Officer/General Counsel	1
Director - Executive	1
Director - Facility & Asset Management	1
Director - Legal Affairs	1
Director - Total Spine Care	1
Director, Senior - Information Technology	1
Director, SR - Applications & Data Solution	1
EPMO Senior Project Manager	1
Executive Assistant	1
Executive Legal Assistant	1
Manager - EHR	1
Manager - General Accounting	1
Manager - Payroll and Compensation	1
Security Engineer	1
VP - Finance & Controller	1
VP - Revenue Management	1
VP, SR - Human Resources & Ancillary Services	1
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<b>Grand Total</b>	<b>18</b>

TOTAL AFFECTED EMPLOYEES: 420