

3-22-19



WARN NOTICE LETTER

Notice of Layoff to Affected Employees Pursuant To The Worker Adjustment and Retraining Notification (WARN) ACT.

VIA EMAIL AND CERTIFIED MAIL

Steven K. Gustafson
Steven.Gustafson@DEO.MyFlorida.com
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E. Madison Street
Caldwell Building, MSC G-229
Tallahassee, Florida 32399

March 28, 2019

Dear Mr. Gustafson,

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to employees of a pending mass layoff.

This is to advise you that on June 29, 2019, Lilly Distribution, LLC, a subsidiary of Scandinavian Tobacco Group A/S, located at 5401 Hangar Court, Tampa, Florida 33634 will begin to permanently reduce the number of employees as a result integration of the operation into our facility in Bethlehem, PA.

The number of employees affected June 29, 2019	82
The number of employees affected July 31, 2019	16
The number of employees affected August 31, 2019	4
The number of employees affected September 30, 2019	3
The number of employees affected October 31, 2019	6
The number of employees affected December 31, 2019	1

As a result of this closing, attached is the List of affected positions and job category.

The Company does not have a "bumping" policy, meaning that employees will not be able to displace more junior employees from their positions at any of Scandinavian Tobacco Group's other companies or locations.

For further information, please contact me at 813-884-6344 ext. 6529.

Respectfully,

Wanda Ruiz-Johnson
Human Resources Director

Cc: REACT Program (WARNnotices@deo.myflorida.com)

Cc: Mayor Bob Buckhorn

Notice of Layoff to Affected Employees Pursuant to the Work Adjustment and Retraining Notification (WARN, Act)

6/30/2019	6/30/2019	7/31/2019	9/30/2019
1 Advertising Manager	2 Outbound CSR	1 Administrative Assistant	1 IT Enterprise Infrastructure Director
1 Aisle Maintenance	1 Order Entry Supervisor	1 Building Maintenance	1 Systems Analyst
1 Assistant Circ Manager	2 Outbound Representitives	1 Expeditor	1 Windows System Admin.
1 BB Maintenance Admin./Supv.	6 Packers	1 Help Desk	
1 Box Maker	1 Photographer	1 HR Generalist	10/31/2019
1 Buyer	15 Pickers	1 Lead Support Admin	1 Director of MIS
1 Jr. Control Buyer	4 Prep Operators	2 Lead Warehouse Worker	1 Director Ecommerce Developer
2 Club Maintenance Rep	1 Programmer Analyst	1 Machine Operator	1 Java Architect
1 Call Center Analyst Payroll	1 Production Coordinator	1 Net Developer	1 Java Web Developer
1 Credit Card Chargeback Rep	3 Receivers	1 Security Officer	1 .Net Architect
1 Customer Care Email Rep	1 Shipping Clerk	1 Senior Analyst	1 HR Director
1 Credit & Collections Rep	1 Senior Color Tech	1 Senior Web Developer	
1 Computer Operator	1 Senior Digital Designer	2 Warehouse Supervisors	12/31/2019
1 Credit Manager	1 Switch Specialist	1 Associate Director of Operation	1 Call Center Manager-OB
1 Customer Service Manager	1 Switch Admin Support		
1 Vice President Call Center	1 Trainer	8/31/2019	
1 Customer Service Supervisor	2 Truck Driver	1 Programmer Analyst	
1 Data Entry Clerk	1 Material Handler	1 Senior Programmer Analyst	
1 Digital Merchandiser	2 Contractors	1 Programmer Analyst	
1 Director Catalog Marketing		1 Senior Programmer Analyst	
1 Director Digital Commerce			
1 Director Digital Marketing			
1 Director Ecommerce Merchandise			
2 Equipment Operator			
1 Exceptions Clerk			
1 Forklift Operator			
1 Graphic Designer II			
1 Inbound Space Ad Specialist			
2 Lead Warehouse Worker			
3 Machine Operators			