



324 West Gore Street
Orlando, Florida 32806
Phone (407) 422-4561
Fax (407) 422-6923

September 8, 2020

Mears Destination Services, Inc.
324 W. Gore Street
Orlando, FL 32806

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

Re: WARN Notice

Dear Mr. Gustafson:

In connection with the COVID-19 pandemic and associated protective measures, Mears Destination Services, Inc. and City Cab Company of Orlando, LLC d/b/a/ Mears Transportation Group ("Mears" or "Company") has experienced an unforeseen change in business circumstances, which has resulted in a change in the Company's finances. As a result, we are writing to notify you that Mears will need to lay off a number of individuals employed at its location at 324 West Gore Street, Orlando, FL 32806. The Company does not believe that the Worker Adjustment and Retraining Notification Act ("WARN Act") applies to this layoff; however, we are providing this notice so that affected employees can receive all possible government services and benefits.

Mears began the process of laying off affected employees on June 8, 2020, with subsequent layoffs on July 16, July 27, and July 31, 2020. Timely WARN Act Notices were provided to employees affected by these layoffs. Unfortunately, the unforeseen change in business circumstances continues to have an adverse impact on the Company's finances. Therefore, an additional phase of layoffs occurred on August 31, 2020, and we have provided as much notice as possible to affected employees under the circumstances. At this time, 2 employees at this location were affected by this layoff. A list of the job classifications with the number of potentially affected employees in each job classification is attached as **Exhibit A**. No bumping rights exist, and no employees are represented by a union.

Stephanie Guerriero, Human Resources Manager, is available to coordinate with members of the Florida Department of Economic Opportunity ("DEO") at the DEO's convenience. Please contact her with any questions at (407) 254-0540.

Sincerely,

A handwritten signature in black ink that reads "John Wolfe". The signature is written in a cursive, flowing style.

John Wolfe
Mears Destination Services, Inc.

Enclosure

Ground Transportation Professionals Since 1939

Mears Motor Shuttle • Mears Motor Coaches • Mears Luxury Limousines • Mears Luxury Vehicles • Mears Global Chauffeured Services
Yellow Cab Company • City Cab Company • Checker Cab Company • Hello! Destination Management



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EXHIBIT A

List of Job Titles of the Affected Positions

324 West Gore Street, Orlando, FL 32806 Location

Job Title of the Affected Position:	Number of Affected Employees in this Position:
Training Manager	1
Receptionist (Employment, HR, Safety, Claims)	1
Total:	2