

September 17, 2020

VIA UPS OVERNIGHT

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

VIA EMAIL

Steven.gustafson@deo.myflorida.com
WARNnotices@deo.myflorida.com

Dear Mr. Gustafson:

This notice is sent to you as the State Rapid Response Coordinator in accordance with Section 3(a)(2) of the federal Workers Adjustment and Retraining Notification Act (WARN), 29 U.S.C. Section 2101 *et.seq.*

Please be advised that a plant closing (as defined in the federal WARN Act) will occur at Nationwide Insurance located at 3300 Williston Road, Gainesville, Florida 32608, as Nationwide discontinues the Commercial Lines Processing operating unit at that facility due to ongoing consolidation of its operations. This is primarily related to a recent decision to consolidate Nationwide's commercial lines processing function in Columbus, OH and Des Moines, IA. A small number of the impacts are jobs that support the Gainesville facility, such as maintenance and security. This action does not affect Gainesville residents who work for Nationwide from home.

Nationwide is strong, stable and on a path to significant long-term growth and expansion. We are continuing a multi-year, transformational journey to modernize and grow our company. Long-term investments we've made in technology, innovation and streamlined operations are shifting our workforce needs.

We are committed to moving through this period with great respect and full support for those impacted. In keeping with Nationwide's values, impacted associates are receiving as much advance notice as possible. Specifically, eligible associates are receiving 60 days formal notice, and are being offered an enhanced severance package and outplacement services. Associates also can apply for other jobs in the company.

A listing of the job titles affected, and the number of associates in each such job title is attached to this notice and made part of it. This layoff is to be considered permanent. Bumping rights are not applicable as none of the affected associates are covered under a collective bargaining agreement. All of the affected associates are to be terminated on November 16, 2020 or November 20, 2020. Each associate has received or will receive a 60-day paid notice of the termination of their employment.

For further information concerning this notice, please contact the undersigned at One Nationwide Plaza, Mail Code 1-04-305, Columbus, OH 43215, 614/249-2424.

Date: 9/18/2020

Signature: Nicholas P. Muntean
Nicholas P. Muntean
VP, Administrative Shared Services
Nationwide Mutual Insurance Company

Notice of Facility Closing

Nationwide Insurance
3300 SW Williston Rd
Gainesville, FL 32608

September 18, 2020-November 16, 2020

<u>Job Titles</u>	<u>Number of Incumbents</u>
Corporate Security Officer-SS	3
CRE Supt Svcs Mail Coord - SS	3
Executive Admin Assistant	1
Facilities Coordinator	1
Insurance Services Analyst - CL	1
Insurance Services Rep II - CL	4
Sr Technician, Facilities SS	1
Sr. Administrative Assistant	1
Supervisor III	1
Technical Specialist, Facilities, Corporate Real Estate – SS	1

September 22, 2020-November 20, 2020

<u>Job Titles</u>	<u>Number of Incumbents</u>
Analyst, Processing - CL	19
CL Processing Supv	4
Lead, Processing - CL	3
Processor - CL	9
Sr Processor - CL	49