

Paradies Lagardère TRAVEL RETAIL

July 27, 2020

VIA ELECTRONIC MAIL & U.S. MAIL

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E Madison St
Caldwell Building, MSC G-229
Tallahassee, FL 32399
steven.gustafson@deo.myflorida.com

The Honorable Brian Hamman
Chairman, Lee County Commission
P.O. Box 398
Fort Myers, FL 33902-0398
Dist4@leegov.com

Re: WARN Notice - Temporary Layoff Status of Employees

Dear Mr. Gustafson and the Honorable Brian Hamman,

I am writing on behalf of Paradies-Shell Factory, LLC (the "Company"). The Company submits this notice to you to satisfy any obligation pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. 2101 et seq. If no obligation exists, this notice is being provided to you voluntarily.

Like many airports around the world, the traffic and overall business at Southwest Florida International Airport (the "Airport") located at 11000 Terminal Access Road, Fort Myers, Florida 33913-8213 slowed to a fraction of its typical passenger traffic in the wake of the current global pandemic caused by COVID-19. As a retail concessionaire operator at the Airport, the Company made the difficult decision to place many associates on temporary layoff status beginning on March 29, 2020.

While we had originally hoped that those associates' temporary layoff status would be brief, due to the fluidity of the situation surrounding COVID-19 and the reopening of the economy, we are not able to predict exactly when those associates will be able to return to work. As a result, we are notifying those associates and you that their temporary layoff may last longer than 6 months.

All affected employees have been notified via U.S. mail that their temporary layoff may last longer than 6 months. Attached is a list of all positions to be affected and the number of workers currently holding those affected jobs. The affected employees are not represented. There are no bumping rights for employees at the Company's operations at the Airport.

If you have any questions or want additional information concerning this matter, please contact Rachel Berta, General Manager, at Rachel.Berta@paradies-na.com or 239-322-9636.

Sincerely,



Rachel Berta
General Manager – Southwest
Florida International Airport

Location Name Ft. Myers

# of Associates	Positions										Laid Off	
	Laid Off Assistant Manager	Brand Associate	Brighton	Dunkin Sales	Sales Associate	Sales Associate	Stock Replenisher	Warehouse (U)	Warehouse Associate	Zone Manager		
3/29/2020					1	8	1			3		13
4/5/2020		3				17		1		6		27
4/11/2020	2											8
4/12/2020		1	6		1	9				1		18
4/19/2020					1	5						6
4/26/2020					1	2		1		1		3
5/3/2020												2
5/10/2020								1		1		2
6/13/2020												1
7/2/2020						1				1		1
Grand Total	2	4	6	4	42	1	3	13	6	81		