

9-9-19



PARADISE, INC.

September 4, 2019

State Trade and Rapid Response Coordinator
ATTN: Mr. Steven Gustafson
REACT Program
MSC 229
107 E Madison Street
Tallahassee, FL 32399-4137

Dear Mr. Gustafson,

I am sending you this letter to let you know that Paradise, Inc. is complying with the WARN ACT. A copy of the letter we are giving to our employee's is included in this letter. Here are some pertinent details:

- a) The name, address, telephone number and company contact name are included in the letter.
- b) The letter indicates that the employment loss will be permanent and the fruit plant is being closed.
- c) The expected date of the first job losses is November 5, 2019.
- d) The job titles and affected number of workers in each category are as follows:

1) Retail Supervisor	1
2) Retail Line Leader	2
3) Retail Line operator	20
4) Wheel Operator	2
5) General Laborer	20
6) Dipper	2
7) Mixer	2
8) Evaporator Operator	1
9) Water Kitchen Supervisor	1
10) Fruit cook	1
11) Syrup Blender	1
12) Filter Press Operator	1
13) Sample Room Supervisor	1
14) Laboratory Technician	1
15) Maintenance Supervisor	1
16) Mechanic	4

17) Electrical Mechanic	1
18) Stock Room Clerk	1
19) Truck Driver	1
20) Forklift Driver	6
21) Warehouse Supervisor	1
22) Packing Supervisor	1
23) Shipping Supervisor	1
24) President	1
25) Vice President	2
26) Secretary	2
27) CFO	1
28) Accounts Payable	1
29) Human Resources	2
30) Operator – Telephones	1

- e) Bumping rights do not exist.
- f) There are no Union employees or Union representatives here at Paradise.

Please let me know if you need any additional information.

Sincerely,



Mark Gordon, Executive Vice President
Paradise, Inc.
1200 W Dr. M L K Jr. Blvd.
Plant City, FL 33563
(813)752-1155



PARADISE, INC.

[Date]

[Name and Address of Employee]

Re: Announcement of Planned Action

Dear _____:

I am writing on behalf of Paradise, Inc. to inform you that there will be a mass layoff at the facility located on Dr. Martin Luther King Boulevard. This mass layoff is expected to be permanent. The expected date of the first separation will be in November, 2019.

We regret to inform you that Paradise, Inc. expects your position will be eliminated between

_____ and _____
[Start Date]

[End Date that spans a 14 Day Time Period]

You will receive your normal pay for all time worked, and at least for the next 60 days. As you know, Paradise, Inc. does not have a job bumping system, that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

If you have any questions or want additional information concerning this matter, please contact Jack Laskowitz, CFO.

Sincerely,

Mark H. Gordon
Executive Vice President

Received by _____ Date _____