

# *Paradies Lagardère* TRAVEL RETAIL

July 24<sup>th</sup>, 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 Lesley Miller  
Chairman, Hillsborough County Commission  
601 E. Kennedy Blvd.  
Tampa, FL 33602

**Re: WARN Notice - Temporary Layoff Status of Employees**

Dear Mr. Gustafson and the Honorable Lesley Miller,

I am writing on behalf of Paradies-TPA 2014, 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.

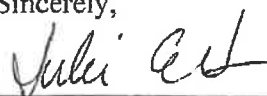
Like many airports around the world, the traffic and overall business at Tampa International Airport (the “Airport”) located at 4160 George J. Bean Parkway, Suite 2400, Tampa, FL 33607 slowed to a fraction of its typical passenger traffic in the wake of the current global pandemic caused by COVID-19. As a retail concessionaire operator at the Airport, the Company made the difficult decision to place many associates on temporary layoff status beginning during the time period of March 29, 2020 to April 12, 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 Julie Ernst, General Manager, at [Julie.Ernst@paradies-na.com](mailto:Julie.Ernst@paradies-na.com) or 602-361-9638.

Sincerely,



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Julie Ernst  
General Manager – Tampa  
International Airport

Location Name Tampa

# of Associates	Positions		Laid Off			Laid Off Total
	Assistant Manager	Brand Associate	Sales Associate	Zone Manager		
3/29/2020			22			22
4/1/2020		1				1
4/5/2020		1	1			2
4/11/2020	1			3		4
4/12/2020		1	8			9
<b>Grand Total</b>	<b>1</b>	<b>3</b>	<b>31</b>	<b>3</b>		<b>38</b>