



July 23, 2020

BY EMAIL: WARNnotices@deo.myflorida.com

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

Re: [WARN Act Notice of Separations at SSP America at Tampa International Airport, 4100 George J Bean Pkwy, Tampa, FL 33607](#)

Dear Coordinator Gustafson,

We regret to inform you that SSP America (the "Company") will be separating employees, at Tampa International Airport. A total of 205 employees may be separated beginning on September 23, 2020. These separations are permanent. Bumping rights (that is, the right to avoid termination by displacing another employee) do not exist. The facilities will remain open, at reduced levels.

We did not and could not have foreseen how deeply and widely the COVID-19 epidemic would spread and how deeply and for how long it would affect our business. While we initially thought that travel restrictions would be short-lived and temporary, the resurgence of the pandemic in multiple states within the U.S., the consequent postponing of reopening plans, and recent imposition of new quarantines on travelers, has led SSP America (the "Company") to now anticipate a greater and longer impact on the travel industry than what was originally thought. We are notifying you of the Company's decision as soon as practicable, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

A list of the job titles affected at this time, the number of affected employees in each job title, and a schedule of separations is attached as Exhibit 1. The employees do not have a union representative.



The information contained in this letter is based on the best information available to the Company at this time. Further information about this layoff may be obtained from SSP Human Resources at 571-258-4566 or via email at vista.hrsupport@foodtravelexperts.com. The undersigned attests to the truthfulness of all information provided in this notice.

Sincerely,

A handwritten signature in black ink, appearing to read "Lieske Renz", written in a cursive style.

Lieske Renz

VP, Human Resources

EXHIBIT 1

Job Titles Affected	Estimated Number of Employees	Anticipated Termination Date
Administrative Assistant	1	September 23, 2020
Assistant Restaurant Manager	4	September 23, 2020
Bartender	28	September 23, 2020
Busser	1	September 23, 2020
Cashier	24	September 23, 2020
Cashroom	1	September 23, 2020
Commissary	2	September 23, 2020
Cook	2	September 23, 2020
Expeditor	1	September 23, 2020
Host/Hostess	6	September 23, 2020
Line Cook	41	September 23, 2020
Pizza Cook	4	September 23, 2020
Prep Cook	10	September 23, 2020
Restaurant Manager	8	September 23, 2020
Server	27	September 23, 2020
Shift Supervisor	10	September 23, 2020
Specialty Cook	5	September 23, 2020
Utility	30	September 23, 2020