



SUBARU OF PEMBROKE PINES

16100 Pines Boulevard
Pembroke Pines, FL 33027
Phone: 954.443.2020

July 25, 2020

Via Overnight Mail – Tracking #: 7711 0268 6867

& Email - WARNnotices@deo.myflorida.com

Attn: Steven Gustafson, State Trade and Rapid Response Coordinator

REACT Program

MSC 229

107 E. Madison Street

Tallahassee, FL 32399-4137

This letter is notice that Subaru of Pembroke Pines (“Company”) is taking job actions in relation to employees who work at Subaru of Pembroke Pines located at 16100 Pines Boulevard, Pembroke Pines, FL 33027.

There are 6 employees being permanently terminated at this employment site, which will continue to operate with a reduced staff. The first terminations at this site are expected to occur on September 29, 2029.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available broken down by location if multiple locations are involved.

The information provided in this notice is based on the best information available to us at this time. Whether or not these actions trigger the requirements of the Worker Adjustment and Retraining Notification Act or applicable state law, we thought it appropriate to give you this notice.

We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We did not foresee how significantly and for how long a time the epidemic and related governmental shelter-in-place orders would impact our business. Nor did we foresee that the shelter-in-place orders, initially issued for short durations in only a few cities, would spread throughout the country and be repeatedly extended. Nor did we foresee that these events would gravely impact our business not merely for a short period, but now for the foreseeable future. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action,

but were unable to do so due to these circumstances caused by the novel coronavirus epidemic national disaster and national emergency.

Should you wish further information, please contact Paul Rotmil, Director of Human Resources at (954) 893-8026 with any questions.

Sincerely yours,
/s/ Vladimir Keslin
General Manager on
behalf of Subaru of Pembroke Pines

Listed below are the positions and the number of employees at each of our companies/dealerships.

I neglected to send you the letter for one of the positions impacted which I have attached herein and sent via FEDEX. The affected employee, the Senior House Manager, has already received their notification.

None of the employees being affected at any of the companies has a right to claim another job (so-called "bumping rights"). In addition, none of the affected employees belong to any union.

Dealership	Job Title	Number of Employees Affected
Craig Zinn Automotive Group Dealer Services	Senior House Manager	1
Lexus of North Miami	Appointment Setter/BDC Agent	7
Lexus of North Miami	Body Shop Detailer	1
Lexus of North Miami	Painter	1
Lexus of North Miami	Finance Manager	3
Lexus of North Miami	Finance Secretary	1
Lexus of North Miami	Cosmetologist	2
Lexus of North Miami	SPA & Nail Technician	1
Lexus of North Miami	Receptionist	1
Lexus of North Miami	Wholesale Counterperson	1
Lexus of North Miami	Wholesale Parts Representative	1
Lexus of North Miami	Sales Associate	4
Lexus of North Miami	Sales Customer Relations Coord.	1
Lexus of North Miami	Sales Inventory Manager	1
Lexus of North Miami	Sales Manager (Used Cars)	1
Lexus of North Miami	Technology Specialist	2
Lexus of North Miami	Service Customer Relations Rep.	1
Lexus of North Miami	Service Floater Advisor	2
Lexus of North Miami	Service Technician Trainee	1
Lexus of Pembroke Pines	Appointment Setter/BDC Agent	2
Lexus of Pembroke Pines	Body Shop Advisor	1
Lexus of Pembroke Pines	Body Shop Technician	4
Lexus of Pembroke Pines	Customer Service Specialist	1
Lexus of Pembroke Pines	Painter	1
Lexus of Pembroke Pines	Quality Inspector	1
Lexus of Pembroke Pines	Wet Sand Buffer	1

Lexus of Pembroke Pines	Café Attendant	1
Lexus of Pembroke Pines	Finance Manager	1
Lexus of Pembroke Pines	Nail Technician	1
Lexus of Pembroke Pines	Parts Counterperson	1
Lexus of Pembroke Pines	Parts Inventory Manager	1
Lexus of Pembroke Pines	Business Development Director	1
Lexus of Pembroke Pines	CSI Representative	1
Lexus of Pembroke Pines	Sales Associate	9
Lexus of Pembroke Pines	Sales Customer Relations Coord.	1
Lexus of Pembroke Pines	Technology Specialist	3
Lexus of Pembroke Pines	Service Floater Advisor	1
Lexus of Pembroke Pines	Service Technician	1
Subaru of Pembroke Pines		
Subaru of Pembroke Pines	Appointment Setter/BDC Agent	3
Subaru of Pembroke Pines	Sales Associate	1
Subaru of Pembroke Pines	Courtesy Driver	1
Subaru of Pembroke Pines	Service Floater Advisor	1
Toyota of Hollywood		
Toyota of Hollywood	Finance Secretary	1
Toyota of Hollywood	Sales Associate	4
Toyota of Hollywood	Service Advisor	1
Toyota of Hollywood	Warranty Administrator	1

Please let me know if you need any additional information.

Regards,

Paul Rotmil
Director of Human Resources



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Fax: (954) 374-5130
E-mail: protmil@czag.net