

2-21-19



Via Email: [WARNnotices@deo.myflorida.com](mailto:WARNnotices@deo.myflorida.com) and U.S. Mail

REACT Program

Attn: Steven Gustafson

State Trade and Rapid Response Coordinator

MSC 229

107 E. Madison Street

Tallahassee, FL 32399-4137

Via Email: [MayorLennyCurry@coj.net](mailto:MayorLennyCurry@coj.net) and U.S. Mail

Honorable Lenny Curry

Mayor

City Hall at St. James Building

117 W. Duval St., Ste. 400

Jacksonville, FL 32202

February 20, 2019

**Re: Notice of Reduction in Force**

Dear Mayor Curry and Mr. Gustafson,

This notice is being provided to you in compliance with the Worker Adjustment and Retraining Notification Act of 1988 ("WARN").

TIAA, FSB ("TIAA Bank") has made the business decision to exit the retail branch home lending business and has reached an agreement with U.S. Bank, N.A. to purchase certain retail branch home lending business assets of TIAA Bank. As a result, our facilities located in Jacksonville at TIAA Center, 301 W. Bay St., 501 Riverside Avenue, and 9822 Tapestry Park Circle will experience a layoff in the near future.

TIAA Bank expects to permanently terminate 171 employees working in or reporting to Jacksonville, Florida. The majority of terminations will be effective April 22, 2019, although the expected date of the first separation is March 1, 2019. All employees affected by this action have been fully informed of the layoff and the expected date of their separation. A list of the job titles, as well as the number of employees in each job classification, is included in the attachment to this notice. None of the affected employees are represented by a union and they do not have bumping rights. TIAA Bank will ensure its employees will be paid all wages and agreed upon benefits as entitled and required by law.



U.S. Bank has indicated it will offer a substantial number of TIAA Bank employees affected by the layoff positions with its company. U.S. Bank is solely responsible for selecting and hiring these employees, and TIAA Bank is not participating in the U.S. Bank's decisions regarding its selection or hiring process.

Should you have any questions, please contact Amy C. Wagner, Senior Vice President, Head of HR & Employment Law, at 904-623-8206.

Sincerely,

A handwritten signature in cursive script that reads "Amy Wagner".

Amy C. Wagner  
SVP, Head of HR & Employment Law

Enclosure



**Affected Job Titles & Employee Count – Jacksonville**

Job Title	No. of Employees in Role
AccountantII-EX-002069	1
Acctg Finance Principal II-EX-001966	1
Acctg/Fin Manager Sr – EX-000726	1
Affinity Relationship Manager-EX-002415	1
Assistant V-NE-000098	1
Automation Developer-EX-002631	1
Business Analyst III-EX-000534	1
Business Analyst Lead-EX-002761	2
Business UAT Analyst I-EX-002065	4
Business UAT Analyst II-EX-001739	1
Cap Mkts-Strat Init Analyst-EX-001720	1
Closing Manager II-EX-000458	2
Communication Spec-HomeLending-EX-002323	1
Compliance Analyst III-EX-001263	1
Condo Co-op Jr Project Analyst-NE-003214	1
Condo/Co-op Project Analyst-EX-002495	1
Construction Disburse QA Spec-NE-002747	1
Construction Lend Admin Spec-NE-002610	1
Construction Lending Admin Mgr-EX-002609	1
Construction Lending Processor-NE-003167	1
Content Developer-EX-001678	1
Corporate Accounting Director-EX-001236	1
CRA Closer-NE-003456	1
CRA Fulfillment Manager-EX-002310	1
CRA Processor II-NE-002923	2





CRA Processor I-NE-002922	1
Executive Assistant III-NE-000155	1
Final Doc Review Specialist-NE-003386	1
Final Document Mgr-EX-000500	1
Final Document Reso Specialist-NE-002994	1
Head of Home Lending-EX-003325	1
HL Ops Closer-NE-003342	6
HL Ops Processor-NE-003344	16
HL Ops Risk Manager-EX-002879	1
HL Ops Site Mgr-Retail-EX-002878	1
HL Pricing Support Manager-EX-002908	1
HL System Administrator II-EX-003205	1
Imaging-Vault Services Spec Sr-NE-003017	2
Imaging-Vault Services Spec-NE-003016	1
Instruction Designer & Trainer-EX-002716	2
Investor Resolution Spec-NE-002111	1
IT Business Analyst Sr-Ex-001614	1
IT Manager-EX-001623	1
Lending Services Spec III-NE-002578	5
Lending Services Specialist II-NE-002577	1
Lending Services Supervisor-EX-002597	1
Loan Funder Sr-NE-000867	2
Loan Resolution Spec-NE-000836	4
Loan Review Spec III-NE-001513	6
Marketing Spec Sr-Lending-EX-002302	2
Mktg Spec I – Home Lending-EX-003019	1
Ops Doc & Fee Services Analyst-EX-001779	1



Post Closing Image Center Mgr – EX-002113	1
Processing Manager-EX-000318	3
Product & Pricing Analyst-EX-000554	1
Product Development Spec III-EX-001647	3
Production Designer-EX-002366	1
Project Manager II-EX-000323	2
QC Compliance Analyst-EX-001875	1
QC Validation Specialist-NE-001876	1
Quality Control Underwriter II-NE-001838	5
Real Estate Dev Project Mgr-EX-002171	1
Res Lending Appraisal Spec-EX-001087	3
Res Lending ART Manager-EX-000722	2
Residential Lend Prod Dev Dir-EX-001798	1
Resl Credit Risk Analyst-EX-000746	1
Residentl Credit Risk Mgr Sr-EX-002872	2
Retail Area Sales Manager-EX-CECO49	1
Retail Branch Review Admin-NE-002759	1
Retail Div Sales Mgr-EX-CEC061	1
Retail Lending Loan Orig Sr-EX-CECO45	1
Retail Loan Originator Asst-NE-CNEC11	6
Retail Loan Originator-EX-CEC005	12
Retail Sale Mgr-EX-CECO46	3
Risk Officer II-EX-002564	1
Sales & Ops Support Analyst I-NE-003001	1
Specialty Underwriter-NE-003305	5
Sr. TA Advisor-EX-108519	1
Svcg Quality Ctrl Analyst II-EX-001836	1





Title & Escrow Closing Coord-NE-002139	2
Title & Escrow Post Closer-NE-002044	1
Title/Escrow Order Entry Clerk-NE-002043	1
Underwriter III-NE-000457	5
Underwriter II-NE-000242	4
Underwriting Manager-EX-000357	2

