

**NOTICE PURSUANT TO THE
WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT**

**To: Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
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**Buddy Dyer
Mayor
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**Jerry L. Demings
Mayor, Orange County
201 S. Rosalind Avenue, 5th floor
Orlando, Florida 32801**

**From: The Freeman Company, LLC
2200 Consulate Drive
Orlando, FL 32837**

Date: September 18, 2020

Pursuant to the Worker Adjustment and Retraining Notification Act (the "WARN Act"), we are informing you that, between September 23, 2020, and March 1, 2021, thirty-six (36) The Freeman Company, LLC employees at its facility located at 2200 Consulate Drive Orlando, FL 32837, will suffer an "employment loss" due to a temporary layoff that, we now expect, will exceed six months. This action does not involve the closing of an entire facility or of any functional areas within a facility.

This action is expected to be temporary in nature. Indeed, The Freeman Company, LLC (the "Company") hopes to eventually return the furloughed employees to active employment and has been maintaining their health insurance coverage. Extending the furlough is the result of unforeseeable business circumstances caused by the continuing COVID-19 pandemic and its ongoing devastating financial impact on our business. We had expected to return furloughed employees to work within six months of their initial furlough. However, due to further unforeseen business circumstances, we now expect the furlough to extend beyond six months.

Given these unforeseeable circumstances, the Company is providing notice as soon as practicable.

1. This action will begin on September 23, 2020, and will continue through March 1, 2021.
2. The number of workers who hold affected jobs in each job classification, the job titles of the affected positions, and schedule of separations are as shown on Exhibit "A" which is attached and made a part of this notice.
3. Bumping rights do not exist.
4. The impacted employees are not union members and, therefore, union representatives have not been notified.
5. For additional information, please contact: Stephanie J. Hart, Senior Vice President and Deputy General Counsel, at (214) 445-1139.

Please note that, prior to the action described above, the Company conducted a "mass layoff" that was permanent in nature on June 30, 2020. The Company provided timely notice to those affected employees and to the appropriate governmental entities (including your office).

Exhibit A

JOB TITLE	NUMBER OF AFFECTED EMPLOYEES	SEPARATION DATE
Administrative Assistant PT	1	09/23/2020-03/01/2021
Business Development Director	1	09/23/2020-03/01/2021
Business Development Manager	3	09/23/2020-03/01/2021
Client Development Executive	1	09/23/2020-03/01/2021
Client Solutions Coordinator	2	09/23/2020-03/01/2021
Client Solutions Director	4	09/23/2020-03/01/2021
Client Solutions Manager	7	09/23/2020-03/01/2021
Creative Coordinator	1	09/23/2020-03/01/2021
Director - Client Solutions	1	09/23/2020-03/01/2021
Senior Business Development Manager	1	09/23/2020-03/01/2021
Senior Client Solutions Coordinator	1	09/23/2020-03/01/2021
Senior Client Solutions Director	1	09/23/2020-03/01/2021
Senior Client Solutions Manager	10	09/23/2020-03/01/2021
Senior Resource Manager	1	09/23/2020-03/01/2021
Sr National Design Resourcing Manager	1	09/23/2020-03/01/2021