



Anita Pancholi
Associate General Counsel-Labor & Employment

May 5, 2020

VIA E-MAIL steven.gustafson@deo.myflorida.com & FEDEX 7703 8822 7530 & USPS MAIL

Mr. 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

VIA FEDEX 7703 8827 1066 & USPS FIRST CLASS MAIL

Mayor Eric Seidel
100 State Street W
Oldsmar, FL 34677

This letter is notice that The Nielsen Company (US), LLC (the "Company") is placing employees who work at Nielsen, 501 Brooker Creek Blvd., Oldsmar, FL 34677 on temporary, unpaid furloughs.

Approximately one hundred and seventy-eight employees (178) are currently affected at this employment site. The first furlough started the week of April 27, 2020. These furloughs will continue indefinitely, but are intended to be temporary and last less than six months. Additionally, at least six (6) employees have been permanently laid off.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act (WARN), we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

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 making separations (if a schedule applies); employee bumping rights; and the job titles of positions to be affected, and the number of affected employees in each job classification. No unions represent the employees.

Should you wish further information, please contact me at anita.pancholi@nielsen.com.

Sincerely,

Anita Pancholi

Sincerely,
Anita Pancholi
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Research Interviewer	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Team Leader	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
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Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Team Leader Bilingual	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
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Research Interviewer	Non-Exempt	Furlough
Research Interviewer Bilingual	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Facilities Administrator	Non-Exempt	Furlough
Recruiter	Exempt	Furlough
Recruiter	Exempt	Furlough
Sr Recruiter	Exempt	Furlough
Research Interviewer	Non-Exempt	Furlough
Sr. Recruiter	Exempt	Furlough

University Recruiting Specialist	Exempt	Furlough
Director, Program Management	Exempt	Separation
Senior Software Engineer	Exempt	Separation
Program Manager	Exempt	Separation
Program Manager	Exempt	Separation
Tech Lead	Exempt	Separation
Research Interviewer Bilingual	Non-Exempt	Separation
Business Analyst	Exempt	Separation
TA Marketing & Communications I	Exempt	Separation