



January 6, 2025

Via Email

State Rapid Response Coordinator
Florida Commerce
[State Trade and Rapid Response Program](#)
WARNnotices@commerce.fl.gov

Re: WARN Notice

Dear State Rapid Response Coordinator:

This letter serves as notice under the federal Worker Adjustment and Retraining Notification Act that Alico, Inc. (the "Company") will lay off workers who work at or report to its Joshua Grove, located at 12010 NE Hwy 70 Arcadia, FL 34266, starting on January 6, 2025.

The Company currently has 76 full-time employees in Florida who report to this employment site. The Company expects to permanently terminate a total of 72 employees located at or reporting to this address between January 6, 2025 and April 1, 2025. The Company expects to permanently terminate 58 employees at this employment site on January 6, 2025, and to permanently terminate 14 employees at this employment site on April 1, 2025.

Alico Citrus has faced increasing financial challenges from citrus greening disease and environmental factors over the past several seasons, and the Company will not spend resources on its citrus operations after the current crop is harvested. The Joshua Grove is the largest citrus grove in Florida, and its citrus operations there have not been profitable for at least three years.

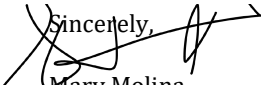
No bumping rights exist and there is no union or other employee representatives, and the location is being closed for citrus operations at this time, but will likely seek to conduct other agricultural operations in the future. Attached is a list of the job titles of the positions that will be affected, and the number of affected employees in each such position. All affected employees are full-time.

A separate notice is simultaneously being provided to the Mayor of the City of Arcadia via email.

Employees expected to be terminated on January 6, 2025 are being provided notice via personal e-mail marked "urgent" on January 6, 2025. Although such employees' employment will be ending on January 6, 2025, they will remain on Company payroll and benefits through March 7, 2025. In addition, employees will be eligible for an additional two weeks of severance if they execute a separation agreement.

Employees who are expected to be terminated on April 1, 2025 will be provided notice via personal e-mail marked "urgent" on January 31, 2025. Such employees will be eligible for eleven weeks of severance if they execute a separation agreement.

For additional information, please contact me, the Chief Administration Officer, at mmolina@alicoinc.com, 239-226-2006, or at Alico, Inc., 10070 Daniels Interstate Court, Suite 200, Fort Myers, FL 33913.

Sincerely,

Mary Molina
Chief Administration Officer

Enclosure
(List of Affected Job Titles)



Driver OC	3
Grove Supervisor	3
Equipment Operator II	23
Equipment Operator I	19
Irrigation Operator I	3
Mechanic I	3
Irrigation Supervisor	2
Production Manager - Assistant	1
Diesel Mechanic	2
Nursery Worker II	2
Irrigation Operator II	2
Safety & Risk Mgmt Coordinato	1
Harvesting Supervisor	1
Dispatcher	1
Harvesting Manager Assistant	1
Assistant Grove Supervisor	2
Mechanic II	3
	72