March 27, 2026

Via E-mail and US Certified Mail

Florida Department of Commerce
Division of Workforce Solutions
ATTN: Yolanda Triplett, State Trade and Rapid Response Coordinator
107 E. Madison Street
Tallahassee, FL 32309
Email: WARNnotices@commerce.fl.gov

Re: WARN Act Notice of Operational Restructuring/Mass Layoff – HCL America, Inc.

Dear Yolanda,

HCL America, Inc. ("HCL" or "the Company") submits this notice pursuant to the Worker Adjustment and Retraining Notification Act ("WARN Act"). HCL employees assigned to a client worksite —9002 San Marco Court, Orlando, FL 32819—will be affected.

A total of 120 employees will be permanently laid off. The separations are expected to begin on May 29 , 2026, and continue through December 31, 2026, with four (4) outliers; three (3) impacted January 31, 2027 and one (1) impacted on February 18, 2027, in accordance with WARN Act definitions of employment loss.

Attachment A includes the job titles and number of affected employees at each location. No affected employees have bumping rights, as none are represented by a union.

Employees separating through February 2027, received notice of their termination on March 27, 2026. Impacted employees will be considered for redeployment opportunities within HCL or with other client engagements based on their skills and experience. HCL's redeployment team will support this process, to the extent possible.

HCL America, Inc.
2600 Great America Way, Suite 101 and Suite 401
Santa Clara, California 95054 USA
t: +1 408 733 0480 f: +1 408 733 0482

HCL hopes to accomplish this restructuring/mass layoff with the least possible disruption to the lives of employees and the community. For additional information, please contact me at (610) 297.2750 or christine.souliere@hcltech.com.

This notice is provided at least sixty (60) days prior to the anticipated employment losses in compliance with WARN Act requirements.

Sincerely,



Christine Souliere
General Manager, Human Resources - GEO HR Services – Americas

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Attachment A

Job Title	Number of Employees	Date of Separation
Portfolio Delivery Head (DPO)	2	July 31, 2026
Portfolio Delivery Head (DPO)	1	August 31, 2026
Portfolio Delivery Head (DPO)	1	January 31, 2027
Portfolio Delivery Head (DPO)	1	February 18, 2027
Senior Process Manager - Finance Planning	65	May 29, 2026
Senior Process Manager - Finance Planning	1	June 5, 2026
Senior Process Manager - Finance Planning	5	June 30, 2026
Senior Process Manager - Finance Planning	9	July 31, 2026
Senior Process Manager - Finance Planning	3	August 15, 2026
Senior Process Manager - Finance Planning	4	August 31, 2026
Senior Process Manager - Finance Planning	1	December 31, 2026
Service Delivery Lead	1	January 31, 2027
Sr Service Delivery Manager (DPO)	6	May 29, 2026
Sr Service Delivery Manager (DPO)	1	May 31, 2026
Sr Service Delivery Manager (DPO)	2	June 30, 2026
Sr Service Delivery Manager (DPO)	1	July 31 ,2026
Sr Service Delivery Manager (DPO)	2	August 15. 2026
Sr Service Delivery Manager (DPO)	4	August 31. 2026
Sr Service Delivery Manager (DPO)	1	September 30, 2026
Sr Service Delivery Manager (DPO)	2	October 31, 2026
Sr Service Delivery Manager (DPO)	3	December 31. 2026
Sr Service Delivery Manager (DPO)	1	January 31, 2027
VDU Head (DPO)	1	May 29, 2026
VDU Head (DPO)	1	July 31, 2026
VDU Head (DPO)	1	August 31, 2026

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