NOTICE TO THE STATE OF FLORIDA's DEPARTMENT OF COMMERCE

Florida Department of Commerce
Ms. Yolanda Triplett
State Trade and Rapid Response Coordinator
MD Dept. of Labor
107 East Madison Street, MSC 229
Tallahassee, FL 32399-4137
WARNnotices@commerce.fl.gov

Re: Health First Inc., and Health First Shared Services, Inc. Mass Layoff

Dear Ms. Triplett:

We are submitting this notice of a mass layoff in compliance with the Final Rule Implementing the Worker Adjustment and Retraining Notification Act (WARN) and Section 3(a) of WARN.

1. Nature of planned action

Health First Inc., and Health First Shared Services, Inc. (the "Company") is implementing a mass layoff of the Company located in Brevard County. The layoff is expected to be permanent.

2. Expected date of mass layoff

The mass layoff will be implemented on or about September 16, 2026.

3. Name and principal address where mass layoff will occur

Health First Inc., and Health First Shared Services, Inc.
6450 US Highway 1
Rockledge, FL 32955

4. Job titles of affected positions and numbers of affected employees in each job classification

A list of all job titles of affected positions and number of employees in each job classification who will be affected by the mass layoff is enclosed as Exhibit A.

5. Applicable bumping rights

There are no applicable bumping rights.

6. Name and address of chief elected officer of the Union representing affected employees

N/A

7. Name and telephone number of Company official to contact for further information

Courtney Sheridan
Interim Chief Human Resources Officer
Health First
321.434.3629

Yours truly,

Courtney Sheridan

Courtney Sheridan
Interim Chief Human Resources Officer

EXHIBIT A

AFFECTED JOBS AND NUMBER OF EMPLOYEES IN EACH CLASSIFICATION

Total number

[List Classifications]

Department	Number
Accounting	1
Actuarial and Underwriting	1
Actuarial Medicare	1
Administration	1
Analytic Department	1
Associate Services	2
Care Continuum Community Hlth	1
CHA Services Gateway	5
Clinical Administration	1
Clinical EHR Support Systems	1
Clinical Integration Services	7
Clinical Operations	2
Clinical Quality	5
Coding and Documentation	38
Commercial Individual Sales	2
Corporate Integrity	1
Corporate Legal Department	1
Data Management	2
Design and Construction	1
Emergency Department	4
Emergency Preparedness	1
End User Experience	1
ERP Support Systems	1
Extensivist Med SpyGlass	4
Family Pharmacy	5
Finance Administration	1
Financial Analytics	1
Gateway	2
Hedis	2
HF Claims Administration	1
HF Med Group Administration	1
HFFP Gateway	1
HFFP Viera	1
HFHP Corporate Integrity	1
HFMG Coding	35

HFMG Security	3
HRMC Hospital at Home	22
IT Admin	2
IT Service Management	1
IT Services Business Analysis	4
Learning Innovations	1
Malabar Internal Medician Gen	1
Marketing and Communications	1
Medicare Sales	2
Member Appeals Grievances	2
Member Enrollment Billing	5
Network Engineering	1
Neuro	1
Nursing Administration	1
Office of Experience	1
Operations Support Services	8
Patient Safety Department	2
Pharmacy	1
Phys Admin	1
Practice Optimization	4
Prod Developmnt and Governance	1
Production Engineering	1
Project Management Office	4
Sales Operations	2
Spiritual Care	1
Surgical Svs Support Personnel	2
System Configuration	1
Talent Acquisition	1
Workforce Management Analytics	2
Grand Total	**215**