



June 20, 2023

State Trade and Rapid Response Program

MSC 229

107 E Madison Street

Tallahassee, FL 32399-4137

WARNnotices@deo.myflorida.com

RE: Mass Layoff – Progressus Therapy, LLC (EIN 26-0186671)

To Whom It May Concern,

Please allow this letter to service as notice that Progressus Therapy, LLC, a wholly owned subsidiary of Invo Healthcare, LLC, has closed facilities in the State of Florida. The mass layoff occurred June 20, 2023 and the employment loss is permanent.

Unfortunately, challenges faced through and following the pandemic have led us to a place where the quality we committed to would be at risk. After spending the last year and a half on multiple initiatives, operational upgrades and potential alternatives to keep our Applied Behavior Analytics home and center-based operations intact, we ultimately came to the difficult decision to discontinue this aspect of our business.

The expected date of the first separation August 21, 2023 and the final separations will be completed by September 19, 2023.

Positions, Classifications and People Affected

Job Title	FLSA Status	Number of Positions
Board Certified Behavior Analyst	Exempt	15
Board Certified Behavior Analyst	Non-Exempt	2
Registered Behavior Technician/Behavior Technician	Non-Exempt	248
Behavior Technician Trainer	Exempt	2
Board Certified assistant Behavior Analyst	Exempt	7
Board Certified assistant Behavior Analyst	Non-Exempt	3
Autism Relationship Manager	Exempt	2
Autism Relationship Specialist	Exempt	3
Care Team Coordinator	Non-Exempt	2
Care Team Manager	Exempt	1
Center Administrator	Non-Exempt	11
Center Manager	Exempt	10

Pennsylvania Office: 2003 S. Easton Road, Suite 308 | Doylestown, Pennsylvania 18901 | 800-434-4686

Florida Office: 10014 N Dale Mabry Hwy, Suite C-100 Tampa, Florida 33618 | 800.892.0640

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Clinical Supervisor	Exempt	2
Contract Coordinator	Exempt	1
Contracts/Credentials Manager	Exempt	1
Controller	Exempt	1
Credentialing Coordinator	Non-Exempt	3
Care Team Trainer	Exempt	1
Director of Clinical Quality	Exempt	1
Director of Compliance	Exempt	1
Director of Outcomes	Exempt	1
Director of Payor Contracts	Exempt	1
Eligibility and Authorization Manager	Exempt	1
Eligibility and Authorization Specialist	Non-Exempt	4
Financial Analyst	Exempt	1
Intake Coordinator	Non-Exempt	4
IT Analyst	Exempt	1
Lead Care Team Member	Exempt	2
Lead Talen Acquisition Partner	Exempt	1
Occupational Therapist	Non-Exempt	3
Occupational Therapy Assistant	Non-Exempt	1
Patient Intake Manager	Exempt	1
Payroll Manager	Exempt	1
Payroll Coordinator	Non-Exempt	2
Recruiter	Exempt	9
Regional Director	Exempt	3
Revenue Cycle Operations Mgr	Exempt	1
Senior Accountant	Exempt	1
Senior Care Team Member	Non-Exempt	4
Speech Language Pathologist	Non-Exempt	3
Sr. Director, Clinical Services	Exempt	1
VP, Clinical Services	Exempt	1

The addresses of the affected locations are:

<u>Catchment</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u>Total Employee Number</u>
FL-Belfort Oaks Catchment	6859 Belfort Oaks Place	Jacksonville	FL	32216	21
FL-Carrollwood Catchment	4014 Gunn Highway, Suite 140	Tampa	FL	33618	24
FL-Falkenburg Catchment	2748 Falkenburg Road, Suite A	Riverview	FL	33578	31

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FL-Highland Oaks Catchment	3010 Highland Oaks Terrace	Tallahassee	FL	32301	32
FL-Lake Gray Jax Catchment	6196 Lake Gray Boulevard, Suites 116-118	Jacksonville	FL	32244	17
FL-Mariner Blvd Catchment	260 Mariner Boulevard	Spring Hill	FL	34609	56
	8950 Dr. MLK Jr. Street North.	St.			
FL-MLK Catchment	Suite 190	Petersburg	FL	33702	15
FL-Station Way Catchment	5224 Station Way	Sarasota	FL	34233	21
FL-Tanic Drive Catchment	26844 Tanic Drive	Wesley Chapel	FL	33544	23
FL-200 Catchment	464099 SR 200	Yulee	FL	32097	22
FL-Commerce Catchment	2574 Commerce Parkway	North Port	FL	34289	28

Bumping rights do not exist for these positions. Employees are not represented by a union.

If further information is required, please feel free to contact me with questions. I can be reached via email dorlando@invohealthcare.com or phone 813-549-5828.

Kind regards,

A handwritten signature in blue ink that reads "Donna Orlando". The signature is fluid and cursive, with the first name "Donna" being larger and more prominent than the last name "Orlando".

Donna Orlando, PHR, SHRM-CP
Senior Director, Human Resources
Invo Healthcare, LLC
dorlando@invohealthcare.com
813-549-5828