

HCFS HEALTH CARE FINANCIAL SERVICES, LLC

April 20, 2020

Received May 5, 2020 at 9:15am

Kimberly Hall
Director
Ohio Department of Job and Family Services
rapdresp@jfs.ohio.gov

Re: Notice pursuant to federal WARN Act

Dear Director Hall:

HCFS Health Care Financial Services, LLC ("HCFS") is providing this Notice to you consistent with the requirements of the federal Worker Adjustment and Retraining Notification Act (the "WARN Act"), 29 U.S.C. § 2101, *et seq.*, and 29 C.F.R. § 639.7(e).

We notified you on April 15, 2020, that beginning on or about April 15, 2020, HCFS would temporarily furlough employees at its emergency billing center located at 3585 Ridge Park Drive, Akron, Ohio (the "Akron Emergency Billing Center"). Additionally, on April 21, 2020, we notified you that an additional 10 employees would be temporarily furloughed.

Since that time, due to unavoidable changed business circumstances that were not reasonably foreseeable, we have identified 7 employees who were previously reported in our April 15, 2020 letter as being scheduled for furlough on May 28, 2020, but whose furloughs will now be accelerated to May 1, 2020. Additionally, 2 new additional positions have been added to the May 1, 2020 temporary furloughs that were not previously reported. To ensure continued compliance with the WARN Act, we are providing the additional affected employees and you with as much notice as is practicable under the circumstances, but the impact of the COVID-19 virus on our business operations has created changed business circumstances that were not reasonably foreseeable and that require us to take the immediate action described in this letter.

This letter notifies you that additional HCFS employees were notified today that they will be temporarily furloughed beginning May 1, 2020. For clarity, the original May 1, 2020 temporary furloughs are listed in the table below, and the additions to the May 1, 2020 temporary furlough list have been highlighted. The job titles of the employees who will experience temporary furloughs on May 1, 2020 are as follows:

Employees Scheduled for Furlough Beginning May 1, 2020 :

JOB TITLE	# FURLOUGHS
CODER	5
PATIENT ACCOUNTS REP	2
AR ANALYST	4
DENIALS/APPEALS ANALYST	2

SR AR ANALYST	1
ALLOWABLES REP	2
CLIENT SERVICES REP	3
DENIALS/APPEALS REP	3
PATIENT ACCOUNTS REP	5
REFUNDS REP	2
SR DENIALS/APPEALS REP	1

As a result of the changes above, revised list of temporary furloughs for May 28, 2020 is as follows:

Employees Scheduled for Furlough Beginning May 28, 2020

JOB TITLE	# FURLOUGHS
ELIGIBILITY ANALYST	7
CLERK	5
SR CLERK	1
CODER	18
REJECTIONS CODER	2
SR CODER	4
CHART SWAP REP	1
REGISTRATION REP	2

Again, HCFS expects that these furloughs will be temporary. While it appears likely that many of the affected employees will experience furloughs lasting less than 6 months that would not trigger the notice requirements of the WARN Act, in an abundance of caution and to ensure its full compliance, HCFS is providing WARN notices to all potentially covered employees as described herein.

No union represents any of the employees at this facility. There will be no "bumping" rights in connection with these furloughs, which means that affected employees will not have the right to take another employee's job at another facility operated by HCFS or any of its corporate affiliates.

Further requests for information regarding the furloughs announced in this Notice can be directed to me, and I can be reached at (865) 293-5251.

Sincerely,



Becky Hill-Kern
Human Resources Director
for HCFS Health Care Financial Services, LLC