



**QIC**  
**222 N. Pacific Coast Highway, Suite 2350**  
**El Segundo, CA 90245**

February 28, 2020

\* \* \* NOTICE OF EMPLOYEE TERMINATIONS \* \* \*

**VIA CERTIFIED MAIL --**  
**RETURN RECEIPT REQUESTED**

Breeyn Handberg  
Rapid Response Program Manager  
Office of Workforce Development  
4020 E Fifth Ave

Columbus, OH 43219

Re: Employment with QIC Properties US, Inc.

Dear Ms Handberg:

Please be advised that:

1. As a result of termination of its management agreement, QIC, an Ohio corporation (“Employer”) expects to terminate all of its employees at 600 Superior Avenue East, Suite 1500 Cleveland, OH 44114.
2. If you have any questions regarding this matter or would like further information, please contact Deidre Rowe whose telephone number is 216 523 4323 and whose email address is [deidre.rowe@qic.com](mailto:deidre.rowe@qic.com).
3. The planned termination of employment is expected to be permanent.
4. Employer expects to terminate all employees at the above on April 30, 2020.
5. Employer expects to terminate all of its employees in all positions and in all job classifications for each of the Properties. The total number of employees affected at the facilities for the Cleveland office is 56.
6. No bumping rights exist with respect to the planned terminations.
7. No unions represent the affected workers.
8. Employer is providing this notice in voluntary compliance with the federal Worker Adjustment and Retraining Notification Act (WARN Act). This notice should not be construed as an admission that either the federal WARN Act applies to the anticipated terminations, if any, by Employer.

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Very truly yours,  
QIC Properties US, Inc.,  
<an Ohio corporation>,



By: Glenn Jackson  
Executive Director, Human Resources