

December 22, 2025

Via Email and FEDEX Overnight Delivery

State Rapid Response Coordinator
Florida Commerce
State Trade and Rapid Response Program
WARNnotices@commerce.fl.gov

Honorable Jane Castor
Mayor's Office
306 East Jackson Street
Tampa, FL 33602
Jane.castor@tampagov.com

Council Member Charlie Miranda
315 E. Kennedy Blvd.
Tampa, FL 33602
Tel: (813) 274-7074
charlie.miranda@tampagov.net

Re: WARN Notice

Dear Florida Rapid Response Program, Mayor Castor and City Counsel Member Miranda:

This letter serves as notice under the federal Worker Adjustment and Retraining Notification (“WARN”) Act that Ideal Image Development Corporation (the “Company”) expects to permanently close its corporate office located at 1 North Dale Mabry Highway, Suite 1200, Tampa, FL 33609, and permanently lay off all 255 employees who work at or remotely report to this location.

The first date of separation is February 20, 2026, with terminations expected to continue to the actual date of complete closure. This action is being taken due to sale of the business assets of Ideal Image. None of the employees are represented by a union or other employee representative. No bumping rights exist. Appropriate note was timely provided directly to affected employees.

The majority of the affected employees are remote and a summary of employees by the state that the affected employees reside is attached as Exhibit A.

For additional information, please contact me, the General Counsel, at Dipawali.shah@idealimage.com, 813-451-8668, or at the Company headquarters located at 1 North Dale Mabry Highway, Suite 1200, Tampa, FL 33609.

Very truly yours,

/s/ Dipawali Shah, Esq

General Counsel

Exhibit A

State/Province	Number of employees
AZ	14
CA	7
CO	8
CT	5
DC	1
FL	84
GA	6
IL	3
IN	3
KS	1
MA	1
MD	2
MI	5
MN	5
MO	13
NC	14
NE	1
NH	1
NJ	3
NV	4
NY	6
OH	17
OK	2
PA	3
RI	1
TN	5
TX	20
UT	1
VA	5
WA	9
WI	5
Grand Total	255