



May 14, 2020

Florida REACT Program:
Attn: Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 East Madison Street
Tallahassee, Florida 32399-4137
Via email: WARNnotices@deo.myflorida.com
Via fax: (850)-921-3859

Dear Mr. Gustafson:

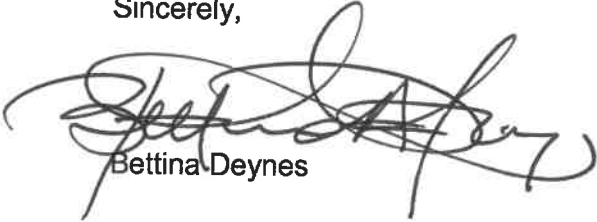
This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Carnival Corporation d/b/a Carnival Cruise Line (the "Company") will implement furloughs and layoffs at its facility located at its Miramar facilities, known as Miramar 1, 3400 Lakeshore Drive, Miramar, Florida, 33027, and Miramar 2, 3350 SW 148th Avenue, Miramar, Florida, 33027. These layoffs and furloughs are expected to commence on June 1, 2020. At Miramar 1, these actions are expected to impact approximately 218 individuals via layoff, and 2 individuals via furlough. At Miramar 2, these actions are expected to impact approximately 208 individuals via layoff, and 3 individuals via furlough. Additionally, the Company has remote employees who work from home throughout the state of Florida and in various other states. Many of these employees take direction from and operate within business units located in Miramar. Approximately 82 such individuals will be impacted via layoff, and 28 will be impacted via furlough. The Company anticipates that furloughs will be temporary and layoffs will be permanent in nature.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency and issued business closure and travel restriction orders, including stay at home orders in Broward and Miami-Dade counties. These unprecedented circumstances have been particularly challenging for the cruise industry. Expanding travel restrictions, extended closures of ports and destinations to cruise ships, limited air travel and widespread shelter-at-home precautions in many countries continue to impact our industry, including the U.S. Centers for Disease Control and Prevention (CDC) recently extending its recommended pause in cruise operations. The decision to make these separations was very difficult and is the result of unforeseen business circumstances related to this global pandemic. The Company reviewed all options available before deciding to undertake these measures. The evolving situation and growing uncertainty adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR §639.7(e) is available on site at for your review.

For further information regarding this matter, you may contact Bettina Deynes,
Chief Human Resources Officer at (305) 599-2600.

Sincerely,

A handwritten signature in black ink, appearing to read "Bettina Deynes", with a stylized flourish at the end.

Bettina Deynes

Impacted Positions by Title (Including Remote Workers):

Miramar 1 Furlough Position Titles:

Job Title	Number Impacted at Title
Architect, Technical (CCL)	1
Assistant, Office (CCL)	1

Miramar 1 Lay-Off Position Titles:

Job Title	Number Impacted at Title
Agent, Cruise Vacation Special (CCL)	37
Agent, Groups (CCL)	2
Agent, Personal Vacation Plann (CCL)	134
Agent, Personal Vacation Planner Trainee (CCL)	1
Agent, Resolutions (CCL)	1
Agent, Service (CCL)	2
Analyst I, Database (CCL)	1
Analyst, Consumer Sales (CCL)	1
Associate Recruiter (CCL)	1
Coordinator, Youth Programs (CCL)	1
Manager Sr., Commercial Reporting & Analysis (CCL)	1
Manager, Quality Assurance (CCL)	1
Recruiter, Talent Acquisition (CCL)	1
Specialist, QA (CCL)	4
Supervisor, QA (CCL)	1
Tele-Agent, Cruise Vacation Sp (CCL)	19
Tele-Agent, Personal Vacation (CCL)	9
Tele-spec, Special Services (CCL)	1

Miramar 2 Furlough Position Titles:

Job Title	Number Impacted at Title
Agent, Document Control (CCL)	1
Agent, Guest Care Conct Center (CCL)	2

Miramar 2 Lay-Off Position Titles:

Job Title	Number Impacted at Title
Administrative Assistant (CCL)	1
Agent, Cruise Vacation Special (CCL)	2

Agent, Groups (CCL)	60
Agent, Guest Access (CCL)	5
Agent, Guest Administration (CCL)	1
Agent, Online Support (CCL)	28
Agent, Personal Vacation Plann (CCL)	1
Agent, Resolutions (CCL)	24
Agent, Service (CCL)	57
Coordinator, Crew Cabin (CCL)	1
Coordinator, Employee Relation (CCL)	1
Coordinator, Sailing Support (CCL)	3
Operator, Fun Ship (CCL)	2
Specialist, QA (CCL)	1
Tele-Agent, Groups (CCL)	3
Tele-Agent, Internatio Diamond (CCL)	5
Tele-Agent, Online Support (CCL)	7
Tele-Coordinator, Sailing Supp (CCL)	1
Tele-Operator, Fun Ship (CCL)	1
Tele-spec, Special Services (CCL)	3
Tele-specialist, On Line Comun (CCL)	1

Remote Worker Furlough Position Titles:

Job Title	Number Impacted at Title
Agent Lead, Guest Care Co Ctr (CCL)	1
Agent, Guest Care Conct Center (CCL)	2
Agent, Guest Cor & ADA Support (CCL)	1
Business Development Director (CCL)	4
Database Administrator Senior (CCL)	1
Manager, Business Development (CCL)	3
Manager, Guest Port Service (CCL)	2
Manager, Spec Proj & Cont Mgmt (CCL)	1
Representative, Correspondence (CCL)	1
Sales Dir, Charters/Corp/Inctv (CCL)	1
SVP, Brand and Product Marketing (CCL)	1
Tele-Agent Lead, Guest Care Ctr (CCL)	1
Tele-agent, Guest Care Support (CCL)	3
Tele-agent, Guest Cre Cnt Cent (CCL)	5
Tele-specialist, On Line Comun (CCL)	1

Remote Worker Lay-Off Position Titles:

Job Title	Number Impacted at Title
Agent, Executive Resolutions (CCL)	1
Bus Development Director, CIAT (CCL)	2
Business Development Director (CCL)	4
Database Administrator Senior (CCL)	1
Director, Strategic Partners (CCL)	1
Director, Trade Sales (CCL)	1
Manager, Business Development (CCL)	1
Sales Dir, Charters/Corp/Inctv (CCL)	1
Specialist, QA (CCL)	5
Specialist, Stateroom Sales (CCL)	2
Tele-Agent, Cruise Vacation Sp (CCL)	23
Tele-Agent, Dining (CCL)	1
Tele-Agent, Groups (CCL)	3
Tele-Agent, Guest Access (CCL)	1
Tele-agent, Guest Care Support (CCL)	1
Tele-Agent, Internatio Diamond (CCL)	1
Tele-Agent, Online Support (CCL)	7
Tele-Agent, Personal Vacation (CCL)	5
Tele-Agent, Resolutions (CCL)	5
Tele-Coordinator, Timecard (CCL)	2
Tele-spec, Special Services (CCL)	3
Tele-specialist, On Line Comun (CCL)	1
Tele-specialist, QA (CCL)	9
Tele-Supervisor, Guest Care (CCL)	1