



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 within the Carnival Cruise Line division at its headquarters located at 3655 NE 87th Avenue, Doral, Florida, 33178-2428. These layoffs and furloughs are expected to commence on June 1, 2020, and are expected to impact approximately 181 individuals via layoff, and 379 individuals via furlough. Additionally, the Company has remote employees who work from home throughout the state of Florida and in various other states. Some of these employees take direction from and operate within business units located at headquarters. Approximately 3 such individuals will be impacted via layoff, and 4 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,



Bettina Deyne

Impacted Positions by Title (Including Remote Workers):

CCL Doral Furlough Position Titles:

Job Title	Number Impacted at Title
Accountant, Staff (CCL)	3
Administrative Assistant (CCL)	9
Administrator, IT PMO (CCL)	1
Administrator, Port (CCL)	2
Agent Lead, Guest Care Co Ctr (CCL)	2
Agent, Document Control (CCL)	2
Agent, Guest Care Conct Center (CCL)	23
Agent, Guest Care Support (CCL)	13
Agent, Tech Purchasing & Serv (CCL)	6
Analyst I, Travel QA (CCL)	2
Analyst Intern, Applications (CCL)	4
Analyst Intermediate, Business (CCL)	1
Analyst Sr, Applications (CCL)	4
Analyst Sr, Business (CCL)	3
Analyst Sr, Business Intell (CCL)	2
Analyst Sr, Business System (CCL)	1
Analyst Sr, Com Reprt & Anlys (CCL)	1
Analyst Sr, Compensation (CCL)	1
Analyst Sr, Data Warehouse (CCL)	1
Analyst Sr, Deployment Strateg (CCL)	1
Analyst Sr, Integration (CCL)	1
Analyst Sr, IT Financial (CCL)	1
Analyst Sr, IT Vendor Management (CCL)	1
Analyst Sr, Programmer (CCL)	4
Analyst Sr, Revenue Business (CCL)	1
Analyst Sr,WFP Trck & Real Tim (CCL)	1
Analyst, Applications (CCL)	3
Analyst, Business (CCL)	6
Analyst, Com Reprt & Anlys (CCL)	2
Analyst, Compliance (CCL)	1
Analyst, Contract Management & Compliance (CCL)	1
Analyst, Data Warehouse System (CCL)	1
Analyst, eCommerce (CCL)	1
Analyst, Environmental (CCL)	1
Analyst, Fleet Finance Support (CCL)	1
Analyst, HRIS (CCL)	1
Analyst, Inventory (CCL)	1

Analyst, IT Finance (CCL)	2
Analyst, IT Vendor Management (CCL)	1
Analyst, Job Rotation Program (CCL)	5
Analyst, Marine Budgeting (CCL)	1
Analyst, Mechanical Reliability & Planning (CCL)	1
Analyst, Revenue Business (CCL)	1
Analyst, Revenue Management (CCL)	1
Analyst, Security Assurance(CCL)	1
Analyst, Strategic Planning (CCL)	1
Analyst, System Support (CCL)	4
Analyst, System Supprt M&S Tec (CCL)	1
Analyst, Technical (CCL)	1
Architect Sr, Performance (CCL)	1
Architect, Data Warehouse (CCL)	1
Architect, Solutions Network (CCL)	1
Assistant Manager, Tech Ops (CCL)	3
Associate, Connectivity Arch & Perf Engineer	1
Business Analyst Sr, Carnival Adventures (CCL)	1
Clerk I, Voyage Accounting (CCL)	2
Clerk, Accounting (CCL)	4
Clerk, Airline Accounting (CCL)	1
Clerk, Cash Applications (CCL)	1
Clerk, Credit Card Processing (CCL)	4
Clerk, Gift Card & Accounting (CCL)	1
Clerk, Internal Distribution (CCL)	2
Clerk, International Billing (CCL)	1
Coordinator Content (CCL)	1
Coordinator, Crew Cabin (CCL)	1
Coordinator, Crew Scheduling (CCL)	8
Coordinator, CRM (CCL)	2
Coordinator, D & E Scheduler (CCL)	1
Coordinator, Deck Admin (CCL)	3
Coordinator, Fuel Invoice (CCL)	1
Coordinator, Guest Care (CCL)	1
Coordinator, HR Services (CCL)	1
Coordinator, Learning & Dev (CCL)	1
Coordinator, Medical Disembark (CCL)	1
Coordinator, PBL Program (CCL)	1
Coordinator, Photo Supply (CCL)	1
Coordinator, Processing (CCL)	1
Coordinator, Project (CCL)	1

Coordinator, Riding Team (CCL)	1
Coordinator, Rm Operations (CCL)	1
Coordinator, Shipping (CCL)	3
Coordinator, System Support (CCL)	1
Coordinator, Training Schedule (CCL)	1
Database Administrator Senior (CCL)	3
Developer, Email (CCL)	1
Director Sr, Guest Port Servic (CCL)	1
Director, Communications (CCL)	1
Director, Events (CCL)	1
Director, IT New Build (CCL)	1
Director, Litigation Counsel (CCL)	1
Director, OneIT PMO (CCL)	1
Director, Ops Strategy & Perf Support (CCL)	1
Director, Strategic Sourcing Indirect (CCL)	1
Drafter, Cad (CCL)	1
Driver (CCL)	5
Engineer Sr, Network (CCL)	1
Engineer Sr, Performance (CCL)	1
Engineer Sr, Technical Support (CCL)	1
Engineer, Connectivity Arch & Perf (CCL)	1
Engineer, Quality (CCL)	1
Enterprise Architect, Data Strategy & Governance (CCL)	1
HR Business Partner - ABG (CCL)	1
HR Business Partner (CCL)	1
HR Generalist (CCL)	1
Infrastructure Project Manager (CCL)	3
Interior Designer Level II (CCL)	1
Investigator (CCL)	1
Manager Sr, Adver Producer (CCL)	1
Manager Sr, Brand Experience (CCL)	1
Manager Sr, Entertainment Programming Development (CCL)	1
Manager Sr, Partnerships (CCL)	1
Manager Sr, Product Dev (CCL)	1
Manager Sr, Strat Sourcing (CCL)	1
Manager, Asst,Attraction Operations, Sports & Aquatics (CCL)	1
Manager, Bus Dev & Auto (CCL)	1
Manager, Care Team Services (CCL)	1
Manager, Carnival Studios (CCL)	1
Manager, Cash, Credit & Clct (CCL)	1
Manager, Casting & Booking (CCL)	1

Manager, CRM (CCL)	1
Manager, Deck & Safety Asset (CCL)	3
Manager, Delivery & Support (CCL)	1
Manager, Deployment Strategy (CCL)	1
Manager, Employee Experience (CCL)	1
Manager, Entertainment Experience(CCL)	2
Manager, Entertainment Revenue (CCL)	1
Manager, Envir Sustainability (CCL)	1
Manager, Environmental (CCL)	1
Manager, Fleet HR Services (CCL)	1
Manager, Fleet Techni Docu Ctr (CCL)	1
Manager, General Ledger (CCL)	1
Manager, Global Casino Applica (CCL)	1
Manager, Guest Port Service (CCL)	3
Manager, Hotel Talent Attraction (CCL)	1
Manager, IT New Build Program (CCL)	1
Manager, Live Event & Charters (CCL)	1
Manager, Marketing Performanc (CCL)	1
Manager, New Init, Sup & Train (CCL)	1
Manager, Personliza Booked Gst (CCL)	1
Manager, Product (CCL)	1
Manager, Product Developer (CCL)	2
Manager, Project Development (CCL)	1
Manager, Project Services (CCL)	1
Manager, Scheduling (CCL)	1
Manager, Search Marketing (CCL)	1
Manager, Shipboard Travel (CCL)	1
Manager, Shops Experience (CCL)	1
Manager, Strategic Sourcing (CCL)	2
Manager, Talent Acquisition (CCL)	1
Manager, Tech Ent Stage & Auto (CCL)	1
Manager, Tech Enternt Lighting (CCL)	1
Manager, Tech Entert Audio (CCL)	1
Manager, Technical Purchasing & Serv (CCL)	1
Manager, Youth Brand (CCL)	1
Manager, Youth Operations (CCL)	1
Mgr, Dry Docks & New Buld Tech (CCL)	1
Mgr, Marine Certification Compliance (CCL)	1
Mgr, Svcs Dlvry & Sppt Crw Ops (CCL)	1
Planner, Inventory and Product (CCL)	1
Principal, Entertainment Creat (CCL)	1

Programmer, Developer (CCL)	1
Project Analyst, Strateg Plan (CCL)	2
Project Manager (CCL)	3
Project Manager Intermediate (CCL)	1
Project Manager, Associate (CCL)	1
Project Manager, Technical Programs (CCL)	6
Purchasing & Office Support (CCL)	1
QA Manager (CCL)	1
Recruiter, Global Cadet Program & Ratings (CCL)	1
Representative, Crew Claims (CCL)	1
Representative, Guest Claims (CCL)	2
Representative, Guest Communic (CCL)	2
Secretary (CCL)	3
Secretary, Legal (CCL)	2
Senior Analyst, Consumer Insights(CCL)	1
Senior Manager, Digital Product (CCL)	1
Specialist II, Sus (CCL)	1
Specialist Sr, Accounts Payable (CCL)	1
Specialist Sr, Family Support (CCL)	1
Specialist Sr, Retail (CCL)	1
Specialist, Benefits (CCL)	1
Specialist, Communica & Events (CCL)	1
Specialist, Email Operations(CCL)	1
Specialist, Emp Exper & Talent (CCL)	1
Specialist, Family Support	3
Specialist, News Desk (CCL)	1
Specialist, Payroll (CCL)	4
Specialist, Personalization (CCL)	1
Specialist, Q/a & Comm (CCL)	2
Specialist, Shoreside Support (CCL)	1
Specialist, Supplier Relations (CCL)	1
Specialist, T & E (CCL)	1
Specialist, Technical Entertainment (CCL)	1
Specialist, Trade Evnts & Prog (CCL)	1
Specialist, Training Guest Car (CCL)	1
Specialist, Training Port Svcs (CCL)	2
Specialist, Travel (CCL)	11
Specialist,Content Plng & Logi (CCL)	1
Superintendent, Hotel (CCL)	3
Superv, Shipbrd Implemen Engin (CCL)	1
Supervisor, Airline, Voy & Int (CCL)	1

Supervisor, Apps Dev (CCL)	2
Supervisor, Business Analysis (CCL)	1
Supervisor, Casting & Booking (CCL)	3
Supervisor, Celebrations Ops (CCL)	1
Supervisor, Crew Cabin(CCL)	1
Supervisor, Crew Scheduling (CCL)	2
Supervisor, Delivery & Support (CCL)	1
Supervisor, Fleet Finance Oper (CCL)	1
Supervisor, Gift Card & Acctg (CCL)	1
Supervisor, Guest Entertainmen (CCL)	1
Supervisor, Maintenance Teams (CCL)	1
Supervisor, Port Agency Admin (CCL)	1
Supervisor, Port Operation (CCL)	1
Supervisor, Retail Services (CCL)	1
Supervisor, Shore Excursions Operations (CCL)	1
Supervisor, Targeted Marketing (CCL)	1
SVP, Destination Development (CCL)	1
SVP, Hotel Operations (CCL)	1
System Administrator, Oracle (CCL)	1
Tele-agent, Guest Care Support (CCL)	2
Tele-agent, Guest Cre Cnt Cent (CCL)	3
VP, Beverage Operations (CCL)	1
Web Developer Senior (CCL)	1
Web Developer(CCL)	1

CCL Doral Lay-Off Position Titles:

Job Title	
Administrative Assistant (CCL)	5
Administrative Asst, Executive (CCL)	5
Analyst Interm, Applications (CCL)	1
Analyst Jr, Com Report & Anlys (CCL)	1
Analyst Jr, Data Warehouse (CCL)	1
Analyst Sr, Business (CCL)	4
Analyst Sr, Capital (CCL)	1
Analyst Sr, Com Reprt & Anlys (CCL)	1
Analyst Sr, Compensation (CCL)	1
Analyst Sr, Data Warehouse (CCL)	1
Analyst Sr, Data Warehouse Sys (CCL)	1
Analyst Sr, Financial (CCL)	1
Analyst Sr, Integration (CCL)	1

Analyst Sr, Programmer (CCL)	3
Analyst Sr, Revenue Planning (CCL)	1
Analyst Sr,Shipboard Fin Analy (CCL)	1
Analyst, Applications (CCL)	2
Analyst, Comm Report & Anlysis (CCL)	3
Analyst, Compensation (CCL)	1
Analyst, Data Warehouse System (CCL)	1
Analyst, Email (CCL)	1
Analyst, Financial (CCL)	1
Analyst, Payroll Compliance (CCL)	1
Analyst, Revenue Management (CCL)	1
Analyst, Shipboard Fin Analyti (CCL)	1
Analyst, Trade Strategy & Planning (CCL)	2
Architect, Enterprise (CCL)	1
Architect, Pega Systems (CCL)	1
Associate Casting, Rec Mark (CCL)	1
Associate, Entertainment Programming Development(CCL)	1
Associate, Events & Activities(CCL)	1
Associate, Product Development (CCL)	1
Business Intelligence Analyst (CCL)	1
Clerk, Accounting (CCL)	1
Clerk, Customer Service (CCL)	1
Clerk, Internal Distribution (CCL)	1
Coord Sr, Comm Report & Anlys (CCL)	1
Coordinator, Casting & Booking (CCL)	2
Coordinator, Crew Administrati (CCL)	2
Coordinator, Guest Entertainme (CCL)	1
Coordinator, Health Systems (CCL)	1
Coordinator, Medical Disembark (CCL)	1
Coordinator, Nautical & Safety (CCL)	1
Coordinator, Riding Team (CCL)	1
Coordinator, Talent Acquisition (CCL)	3
Database Administrator (CCL)	2
Database Administrator Senior (CCL)	1
Developer, Obiee Report (CCL)	1
Director, Bar Ops & Bonvoyage (CCL)	1
Director, Booked Guest eCommerce (CCL)	1
Director, Capital Controller (CCL)	1
Director, Consumer Public Rltn (CCL)	1
Director, eCommerce (CCL)	1
Director, Entertainment Experience (CCL)	1

Director, Fleet Ops Center (CCL)	1
Director, FP&A (CCL)	1
Director, Gol (CCL)	1
Director, Hotel Asset (CCL)	1
Director, Marine Process Impro (CCL)	1
Director, Mngd Service Liaison (CCL)	1
Director, Nautical Planning (CCL)	1
Director, Occup Safety Program (CCL)	1
Director, Photo Operations (CCL)	1
Director, Power Plant Assets (CCL)	1
Director, Revenue Science (CCL)	1
Director, Spc Dining & Pro Dev (CCL)	1
Director, Trvl Ops & Strtg Plan (CCL)	1
Driver (CCL)	1
Engineer Lead, Dev Ops (CCL)	1
Engineer Sr, DevOps (CCL)	2
File Coordinator (CCL)	1
HR Business Partner (CCL)	1
HR Generalist (CCL)	1
Interior Designer (CCL)	1
Investigator (CCL)	1
Lead, Production & Event (CCL)	1
Manager Sr, Financial Systems (CCL)	1
Manager Sr, Integ Media Plan (CCL)	1
Manager Sr, Loyalty Operations (CCL)	1
Manager Sr, Staff (CCL)	1
Manager Sr, Strat Sourcing IT (CCL)	1
Manager, Attraction Operations, Sports & Aquatics (CCL)	1
Manager, Company Entertainment (CCL)	1
Manager, Deck & Safety Asset (CCL)	1
Manager, Drydock & Immigration Travel Services (CCL)	1
Manager, eCommerce Analytics (CCL)	1
Manager, Electrical Superinten (CCL)	1
Manager, Entertainment Experience(CCL)	1
Manager, Environmental (CCL)	1
Manager, Hotel Tech Systems (CCL)	1
Manager, IT Applicat & Develop (CCL)	1
Manager, Marine Safety & Trng (CCL)	1
Manager, Media & Blogger Relat (CCL)	1
Manager, Occupational Safety (CCL)	2
Manager, Office Services (CCL)	1

Manager, Product Dev (CCL)	2
Manager, Retail Operations (CCL)	1
Manager, Scheduling (CCL)	1
Manager, Security (CCL)	1
Manager, Shore Excur Pre-sales (CCL)	1
Manager, Talent Acquistn Mktg (CCL)	1
Manager, Trade Support (CCL)	1
Manager, Youth Brand (CCL)	2
Manager,Housekeeping & Laundry (CCL)	1
OD Specialist (CCL)	1
Office Manager (CCL)	1
Project Analyst, Hotel Refurb (CCL)	1
Project Lead, Technical Programs (CCL)	1
Project Manager, Technical Programs (CCL)	2
Project Mgr, Hotel Refurbish (CCL)	1
Recruiter Sr, Talent Acquisiti (CCL)	2
Recruiter, Talent Acquisition (CCL)	1
Recruiter, Talent Attraction Shipboard (CCL)	1
Representative, Trade Support (CCL)	1
Scrum Master (CCL)	1
Specialist Sr, Accounts Payabl (CCL)	1
Specialist Sr, Trade Events & Programs(CCL)	1
Specialist, Accounts Payable (CCL)	2
Specialist, Benefits (CCL)	1
Specialist, Booking (CCL)	1
Specialist, Brand Exp.& PR Eve (CCL)	1
Specialist, Case Management (CCL)	1
Specialist, Communications (CCL)	1
Specialist, Content (CCL)	1
Specialist, Creative Develop (CCL)	1
Specialist, Graphic Design(CCL)	1
Specialist, Learning & Dev (CCL)	1
Specialist, Production & Event (CCL)	2
Specialist, Programming & Operations(CCL)	1
Specialist, QA (CCL)	1
Specialist, T & E (CCL)	1
Specialist, Trade Evnts & Prog (CCL)	1
Specialist, Training Shipboard (CCL)	1
Specialist, Travel (CCL)	1
Specialist, Trng & Lyty Prgms (CCL)	1
Specialist, Vendor Relations (CCL)	1

Superintendent, Hotel (CCL)	1
Supervisor, Accounts Payable (CCL)	1
Supervisor, Casting & Booking (CCL)	1
Supervisor, Dancers (CCL)	1
Supervisor, Entertainment Ops (CCL)	1
Supervisor, Guest Care (CCL)	1
Supervisor, HRIS (CCL)	1
Supervisor, Music Development (CCL)	1
Supervisor, Production (CCL)	1
SVP, Nautical & Port Operation (CCL)	1
Tele-Agent, Groups (CCL)	1
Tele-agent, Guest Cre Cnt Cent (CCL)	1
Usability Lead (CCL)	1
VP, Partnerships (CCL)	1
VP, Retail & Services (CCL)	1
VP, Security Services (CCL)	1
VP, Technical Operations (CCL)	1
Web Developer Senior (CCL)	1