



CIRQUE DU SOLEIL

June 29th, 2020

BY FAX (850-921-3859), EMAIL (steven.gustafson@deo.myflorida.com) & OVERNIGHT DELIVERY

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E Madison St
Caldwell Building, MSC G-229
Tallahassee, FL 32399

Re: Supplemental WARN Act Notice

Dear Mr. Gustafson:

Blue Man Group or its applicable affiliates (the "Company") previously provided notice that it would be conducting a layoff due to the Coronavirus ("COVID-19") pandemic of its employees located at 3000 Universal Studios Plaza Orlando, FL, 32819 (the "First Notice"). At the time of the First Notice, the Company did not know whether or when such employees would be recalled. This letter confirms that the Company is unable to recall these employees and their employment with the Company will terminate on June 30th, 2020.

The First Notice and this letter satisfy any obligation that may exist under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. You received these notices less than 60 days' before the termination date, due to the applicability of the "unforeseeable business circumstances" exception and the "natural disaster" exception which necessitated an indefinite suspension of all Cirque du Soleil shows. The COVID-19 natural disaster was an unforeseeable business circumstance, as evidenced by the national emergency declarations, governmental required business closures and stay at home directives, and recommendations from the World Health Organization (WHO) and the Center for Disease Control (CDC) recommendations.

All 65 affected employees have been notified that their separation from employment will be permanent without any bumping rights. Attached is a list of the job titles of positions to be affected and the number of affected employees in each job classification.

On June 29th, 2020, letters informing the affected employees of this permanent layoff were delivered by verified email. Notice was also provided to all appropriate Government agencies on June 29th, 2020.

I will be acting as the Company's representative with regard to these matters. Should you have any questions, please contact me for further information at 763-324-7873, 44 Northern Stacks Drive Fridley, MN 55421.

Very truly yours,

Jennifer Archer
VP of Human Resources

Attachment

Job Title	Number affected
Audio	4
Audio Supervisor	1
Automation	3
Automation Supervisor	1
Band Member	13
Blue Man	6
Blue Man Captain	1
Deck 1	2
Deck 2	1
Deck 3	3
Electrics	1
Electrics & Video Supervisor	1
Marketing and Press Coordinator	1
Musical Instrument Technician	3
Production Administrator	1
Production Manager	1
Production Stage Manager	1
Props Supervisor	1

Resident Music Director	1
Stage Manager	8
Video	5
VIP Tour Guide	2
Wardrobe & Makeup	3
Wardrobe & Makeup Supervisor	1