



CIRQUE DU SOLEIL

July 2<sup>nd</sup>, 2020

**BY 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:

Cirque du Soleil 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 1478 Buena Vista Drive, Lake Buena Vista, Florida 32830 (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 30, 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 36 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:

Job Title	Number of Employees
Assistant to Creation Director	1
Associate - Retail Sales, Drawn to Life	9
Associate Sound Designer	1
Creation Director	1
Designer - Makeup	1
Interpreter	1
Manager - Retail	1
Production Stage Manager	1

Rigger	14
Supervisor - Retail Sales, Drawn to Life	1
Technician - Props	1
Technician - Wardrobe	3
Therapist - WDI	1
<b>Total</b>	<b>36</b>

Sara Jameson at will be acting as the Company's representative with regard to these matters. Should you have any questions, please contact her for further information at 702-969-1942.

Very truly yours,

  
Daniel Lamarre  
President & CEO