

September 25, 2020

Via email at WARNnotices@deo.myflorida.com
and mail

Steven Gustafson
State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137

Re: Closure of Cuba Libre Restaurant & Rum Bar's Orlando Location

Dear Mr. Gustafson:

We are providing you notice that, as a result of the national emergency caused by the COVID-19 pandemic, Cuba Libre Orlando, LLC t/a Cuba Libre Restaurant & Rum Bar ("Cuba Libre") closed its entire Orlando location at 9101 International Dr, Orlando, FL 32819 for an extended period of time that began on March 17, 2020 when we were required to shut down by governmental mandate. We brought back our entire management team on August 3, 2020 with plans to reopen the restaurant. Due to the ongoing restrictions and health concerns associated with COVID-19 and its impact on the Orlando Convention Center and the I-Drive businesses, we now do not anticipate re-opening until Spring/Summer 2021. We will be laying off our management team again at the end of business on October 10, 2020, and notifying all the 120 Cuba Libre employees at this location of their extended separation. The effective date of all separations of employment will be October 10, 2020.

No employees at the affected location are represented by a union and no employees have any "bumping" rights. A list of the job titles of positions to be affected and the number of affected employees in each job classification is attached.

This notice is being provided under the federal Worker Adjustment and Retraining Notification Act, although Cuba Libre believes the "unforeseeable business circumstances" exception applies to this closure.

If you have any questions or want additional information concerning this matter, please contact Arlene Reganato, Payroll and Benefits Manager at payroll@guestcounts.com.

Sincerely,



Barry Gutin, Manager

Job Titles and Number of Affected Employees:

| Job Title | Number of Affected Employees |
|---|-------------------------------------|
| Bar Back | 1 |
| Barista | 1 |
| Bartender | 11 |
| Bathroom Attendant | 1 |
| Busser | 9 |
| Cocktail Server | 2 |
| Director of Sales &Local Mktg | 1 |
| Dish Tech | 8 |
| Executive Chef | 1 |
| Executive Sous Chef | 1 |
| Front of House Manager | 2 |
| General Manager | 1 |
| Greeter | 22 |
| Grill Cook | 1 |
| Host | 8 |
| Line cook | 10 |
| Maintenance | 1 |
| Pantry Cook | 1 |
| Pastry Chef | 2 |
| Prep Cook | 6 |
| Runner | 11 |
| Sales Manager | 1 |
| Server | 16 |
| Sous Chef | 1 |
| Sr Director of Nightlife Mktg | 1 |
| Total Number of Affected Employees | 120 |