



June 30, 2020

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

Dear Mr. Gustafson:

The impact of the COVID-19 crisis on Delaware North Companies, Inc. and its operating subsidiaries was initially expected to be short-lived. It placed a number of its full-time associates on a temporary leave and its part-time associates on a temporary layoff beginning in March 2020, and continuing. These were intended to be less than six months. The pandemic has proved longer in duration and more devastating than anyone could have predicted. This was an unforeseen business circumstance that renders us unable to forecast the precise timeline for business to resume to a level sufficient to return all of our associates to work. Thus, it is reasonably foreseeable that many associates will not return to work within six months.

We are providing this notice to comply with federal and, if applicable, state Worker Adjustment Retraining and Notification Act ("WARN") requirements. A list containing the legal entity name of the applicable operating subsidiary, work location, job titles of the impacted associates is attached as Exhibit 1. Please note that this is an evolving situation and as business resumes, we will be recalling associates. The associates have bumping rights if allowed for by the Collective Bargaining Agreement. We continue to hope that this action is temporary, but the estimated duration cannot be determined with any certainty at this time. Impacted associates are being notified by letter dated and mailed to associates the same date as this letter.

To the extent that the above actions constitute a covered event under federal or, if applicable, state WARN, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, the Company does not concede that the Act applies or that notice is otherwise required. Notice will be provided to all associates.

The Chief Elected Official and/or the local Workforce Investment Board have been notified of this by letter dated and mailed today.

If you have any questions or require additional information about the above, please contact Kristi Sherman, HR Operations Leader, or her team at 1-877-936-2272 or AskHR@delawarenorth.com.

Very truly yours,

A handwritten signature in cursive script that reads "Eileen Morgan".

Eileen Morgan

Chief Human Resources Officer

EXHIBIT 1

Jacksonville Sportservice, Inc

1 Everbank Field Drive, Jacksonville, FL 32202

Accounting Clerk	1
Administrative Assistant	6
Auditor	2
Banquet Server	52
Bar Back	11
Bar Person	6
Bartender	13
Bartender-Banquet	2
Bartender-Public	187
Bartender-Service	1
Cash Room Attendant	4
Cashier - Food	5
Catering	2
Catering Server	2
Catering Supervisor	1
Checker	17
Cleaning Attendant	1
Cook	38
Cook 1	20
Cook 2	17
Cook 3	5
Dessert Cart	6
Dishwasher	20
Food Runner	3
Intern	1
IT Administrator	10
Non Profit Org Coordinator	1
Pantry	1
Pantry Lead	1
Payroll Clerk	1
Police Officer	21
Prep Cook	1
Runner	15
Security Officer	1
Stand Attendant	77



Stand Cashier	6
Stand Leader	18
Stand Supervisor	11
Suite Attendant	48
Suite Runner	9
Suites Super	1
Supervisor	69
Supervisor Bartender	1
Warehouse Worker	12

Patina Orlando E&W, LLC

1600 East Buena Vista Drive, Lake Buena Vista, FL 32830

Accounting - Unit Field	1
Analyst I-Catering Sales	1
Asst General Mgr I	2
Asst General Mgr II	1
Asst Mgr I-Restaurant	1
Bar Back	4
Bartender Non-Tipped	1
Bartender Tipped	20
Busser	13
Cashier	1
Catering Coordinator - Field	1
Cook	38
Executive Chef II	2
Executive Sous Chef	2
FD Server	65
General Mgr II	2
Host	18
Mgr I-Beverage	1
Mgr II-Accounting	1
Mgr II-HR	1
Mgr I-Kitchen	1
Mgr I-Maint Ops	1
Mgr I-Restaurant	10
Pastry/Line Cook	4
Prep Cook	8
Runner	10
Sous Chef	5
Steward/Porter	1



Patina Orlando, LLC

*1638 East Buena Vista Drive, Suite B,
Lake Buena Vista, FL 32830*

Cashier	5
Cook	1
Steward/Porter	1

Patina Orlando, LLC

*1770 North Avenue of the Stars,
Lake Buena Vista, FL 32830*

Administration - Field Hourly	1
Analyst I-Catering Sales	1
Asst General Mgr I	1
Asst General Mgr II	1
Bar Back	4
Bartender Tipped	5
Busser	16
Cashier	4
Cook	14
Executive Chef I	3
Executive Chef II	1
FD Server	43
General Mgr III	1
Host	12
Kitchen Supervisor	1
Mgr I-Beverage	1
Mgr II-Accounting	2
Mgr II-HR	1
Mgr I-Kitchen	3
Mgr I-Restaurant	14
Pastry/Line Cook	2
Prep Cook	4
Runner	12
Sous Chef	10
Specialist II-HR	1
Steward/Porter	2

RA Patina Restaurant, LLC

250 Delaware Avenue ♦ Buffalo, NY 14202



1770 North Avenue of the Stars, Lake Buena Vista, FL
32830

Asst General Mgr I	1
Executive Chef II	1
Mgr II-Restaurant	1
Mgr I-Kitchen	1
Mgr I-Restaurant	3
Sous Chef	5

Patina Orlando, LLC

UNITEHERE Local 737

*Patina – Epcot/Italy, 1255 La Quinta Dr. Suite 214, Orlando, 32804
Jeremy Haicken*

1770 North Avenue of the Stars, Lake Buena Vista, FL 32830

Administration - Field Hourly	1
Bartender Tipped	6
Bartender Tipped - Union	1
Cashier	8
Cook	18
Dishwasher	17
Dishwasher - Union	13
FD Server	9
FD Server - Union	4
Kitchen Supervisor	1
Pastry/Line Cook	4
Pastry/Line Cook - Union	7
Prep Cook	15
Prep Cook - Union	3
Shift Coordinator	1
Steward/Porter - Union	2

Lauderdale F & B Partners

UNITEHERE

*275 7th Avenue, 16th Floor, New York, NY 10001-6708
D. Taylor (212) 265-7000*

300 Terminal Drive #63, Travel Hospitality Services, Fort Lauderdale, FL 33315

Bartender-Public	56
Bus Person	1
Cashier - Food	118
Cook 1	117
Food Preparer	52



**Delaware
North.**

Host Person	18
Kitchen Helper	29
Lead Cashier - Food	2
Lead Porter	3
Maintenance	1
Porter	7
Server - Restaurant	97
Store Keeper	10
Utility Worker	85

Lauderdale F & B Partners

300 Terminal Drive #63, Travel Hospitality Services, Fort Lauderdale, FL 33315

Accounting Clerk	4
Accounting Clerk-field unit	1
Food & Beverage Supervisor	9
Human Resources Assistant	2
Office/Admin	1
Payroll Clerk	1
Production Cook	1
Receptionist	2
Sprvr-Commissary	3
Supervisor	2

Tampa Sportservice Inc

401 Channelside Drive, Sportservice, Tampa, FL 33602

Auditor	5
Bar Back	1
Bartender-Public	88
Bartender-Service	1
Beer Vendor	24
Bus Person	2
Captain	14
Catering	24
Club Attendant	22
Club Server	56
Cocktail Server	15
Commissary Day Porter	16
Cook	27
Cook 1	35
Cook 2	22

250 Delaware Avenue ♦ Buffalo, NY 14202



Cook 3	5
Cook 4	4
Dishwasher	16
Expeditor	2
Food & Beverage Supervisor	1
In-Seat Bartender	2
In-Seat Cook	4
In-Seat Wait Staff	5
IT Computer Support Tech	1
Laundry Worker	1
Lead Cashier	31
Lead Cook	10
Lead Porter	1
Office Supervisor	1
Porter-Bar	6
Runner	1
Security Officer	2
Server - Restaurant	8
Stand Attendant	42
Stand Cashier	21
Stand Leader	15
Suite Attendant	33
Supervisor	26
Trainer	1
Vendor Commissary Supervisor	1

TPA Hospitality Partners LLC

4200 George J Bean Pkwy, Suite 1160, Tampa, FL 33607

Accounting Clerk	1
Human Resources Assistant	1
Supervisor	4

TPA Hospitality Partners LLC

UNITEHERE

275 7th Avenue, 16th Floor, New York, NY 10001-6708

D. Taylor (212) 265-7000

4200 George J Bean Pkwy, Suite 1160, Tampa, FL 33607

Bartender-Service	10
Cook 1	19
Cook 2	17
Cook 3	6



Food Preparer	3
Host Person	4
Lead Cook	3
Server - Restaurant	32
Stand Attendant	24
Supervisor	1
Utility Worker	14

Daytona Beach Foodservice Inc

960 South Williamson Blvd., Daytona Beach, FL 32114

Bartender-Public	2
Bus Person	2
Cocktail Server	3
Cook 1	1
Dishwasher	1
Food & Beverage Supervisor	2
Food Runner	2
Host/Hostess 3	3
Kitchen Helper	1
Porter	3
Server - Restaurant	3
Stand Attendant	4

Daytona Beach Kennel Club Inc

960 South Williamson Blvd., Daytona Beach, FL 32114

Adoption Center	1
Announcer	5
Backside Security	4
Cage Cashier	3
Cleaning Attendant	1
Guest Services Rep	6
HR Generalist I	1
IT Administrator	2
Leadouts	15
Lure Operator	1
Maintenance	1
Marketing Assistant	2
Poker Brush	4
Poker Dealer - TIPPED	20
Race Officials	1
Security Officer	6



Security Officer III	3
Surveillance Supervisor	1
Teller	8

Volusia Card Foodservice, Inc

822-4 Saxon Blvd, Orange City, FL 32763

Bartender-Public	1
Cook	3
Cook 1	5
Dishwasher	4
Food & Beverage Supervisor	1
Food Runner	3
Host/Hostess 3	2
Server - Restaurant	6

West Volusia Racing, Inc

822-4 Saxon Blvd, Orange City, FL 32763

Cage Cashier	9
Cleaning Attendant	1
Count Team Member	2
Main Banker	1
Poker Brush	15
Poker Dealer - TIPPED	42
Security Officer	6

DNC Parks & Resorts at KSC, In

*Route 405 - Mail Code DNPS-Admin Building, Delaware North,
Kennedy Space Center, Kennedy Space Center, FL 32899*

Accounting Clerk	3
Administrative Assistant	5
Artifact Collections Registrar	1
Building Service Administrator	4
Cashier	10
Catering Supervisor	1
Coordinator	1
Dispatcher	1
Educator II	1
Food & Beverage Supervisor	6
Guest Services Supervisor	2
HR Coordinator	1
Lead Cashier-Retail	2
Maintenance Supervisor	2



Marketing Assistant	1
Purchasing Coordinator	1
Reservationist	4
Retail Coordinator	2
Security Administrator	2
Supervisor	2
Supervisor - Retail	3
Supervisor-Security	2

DNC Parks & Resorts at KSC, Inc

Machinists Union (IAM)

271 Taylor Avenue, Cape Canaveral, Florida 32920

Kevin Dimeco

*Route 405 - Mail Code DNPS-Admin Building, Delaware North,
Kennedy Space Center, Kennedy Space Center, FL 32899*

Commentator/Tour Escort	53
Crew Member GF	83
Crew Member New	219
Custodian	44
Exhibit Caretaker	3
Exhibits Maint Tech I	16
Gardener	5
General Plant Maint Tech I	14
Security Officer	17
Vehicle Cleaner/Fueler	4
Vehicle Mechanic Technician I	10