

May 20, 2020

VIA email

Steven Gustafson
REACT Program MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137

Dear Steven,

We are currently experiencing unexpected suspensions of select catering services at Gate Gourmet's Orlando Airport kitchen located at 8401 Casa Verde Road, Orlando, FL 32827 ("MCO Kitchen"). As a result of the service suspensions, Gate Gourmet was required to initial layoffs, furloughs and reductions of employee hours starting on March 21, 2020. This interruption to service is a direct result of the physical calamity/natural disaster created by the COVID-19 virus, as well as changing adverse business circumstances. The service suspension and other business circumstances at the Orlando kitchen were not foreseeable prior to the events leading to their occurrence and based upon the best available knowledge when they were initiated, were believed to be temporary, lasting less than six months. However, due to the length and severity of COVID-19 related impacts which were not reasonably foreseeable when the temporary reductions took place, we are now faced with the difficult decision regarding continued employment and have made the decision to initiate permanent layoffs effective May 20, 2020. We were unable to provide earlier notice of these permanent layoffs because these impacts were not previously foreseeable.

Attached as Attachment A is a list of the affected job classifications and the number of affected employees in each classification. The affected employees are represented by TEAMSTERS LOCAL 385, and any rights that these union represented employees may have to bump or displace other employees working for Gate Gourmet are governed by the union's collective bargaining agreement with the Company. Notice has been provided to the union c/o Vincent Shaw, IBT Director, Vice Director IBT/HERE Employee Representatives' Council, 10 Lakeside Lane, Suite 3-A, Denver, CO 80212.

If you have any questions or desire additional information about this notice, please contact Spyros Alvonellos, Director, Human Resources, 2077 Convention Center Concourse, STE 450, College Park, GA 30337. Tel. 404-801-3911.

Very truly yours,

A handwritten signature in black ink, appearing to read "S. Alvonellos". The signature is fluid and cursive, with a large initial "S" and a long, sweeping underline.

Spyros G. Alvonellos
Director, Human Resources
Network Business Unit
Gate Gourmet, Inc.

ATTACHMENT A

As explained in the accompanying letter, attached is a list the job titles and the number of affected employees in those classifications who experienced temporary lay-offs and hours reductions at our Orlando kitchen.

	Employee Name	Job Title	Date Hours Reduction or Furlough Began	Date of Layoff
		Food Preparer Lead	3/28/2020	5/20/2020
		Equipment Set Up	3/28/2020	5/20/2020
		Storeroom Helper	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		CSR	4/18/2020	5/20/2020
		Head Cook	3/28/2020	5/20/2020
		Equipment Set Up		5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Dishroom Attendant Lead	4/11/2020	5/20/2020
		Food Preparer	5/2/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		CSR	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		CSR	4/11/2020	5/20/2020
		Warehouse Attendant	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		CSR	3/28/2020	5/20/2020
		Specialty Cook		5/20/2020
		CSR	3/28/2020	5/20/2020
		Porter	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Storeroom Helper	3/28/2020	5/20/2020
		CSR	5/2/2020	5/20/2020
		Dishroom Attendant	4/11/2020	5/20/2020
		Dishroom Attendant	4/18/2020	5/20/2020
		Porter	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Lead Cook	3/28/2020	5/20/2020
		Coordinator	3/28/2020	5/20/2020
		Equipment Set Up	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		Porter	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		SR	3/28/2020	5/20/2020

	Employee Name	Job Title	Date Hours Reduction or Furlough Began	Date of Layoff
		CSR	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		CSR	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		CSR	3/28/2020	5/20/2020
		CSR	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		Storeroom Helper	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		CSR	3/28/2020	5/20/2020
		Equipment Set Up	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		CSR Lead	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		CSR	3/28/2020	5/20/2020
		Porter	4/11/2020	5/20/2020
		Equipment Set Up	4/18/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Head Cook	3/28/2020	5/20/2020
		Porter Lead	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Equipment Set Up	3/28/2020	5/20/2020
		Food Preparer Lead	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Storeroom Helper	3/28/2020	5/20/2020
		Equipment Set Up	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020
		Specialty Cook	4/11/2020	5/20/2020
		Warehouse Attendant	3/28/2020	5/20/2020
		CSR Lead	3/28/2020	5/20/2020
		Specialty Cook	3/28/2020	5/20/2020
		Equipment Set Up	5/2/2020	5/20/2020
		Porter	4/11/2020	5/20/2020
		Equipment Set Up	5/2/2020	5/20/2020
		CSR	3/28/2020	5/20/2020
		Porter	3/28/2020	5/20/2020
		Equipment Set UP	3/28/2020	5/20/2020
		Dishroom Attendant	3/28/2020	5/20/2020
		Food Preparer	3/28/2020	5/20/2020

Employee Name	Job Title	Date Hours Reduction or Furlough Began	Date of Layoff
	CSR	4/18/2020	5/20/2020
	CSR Lead	3/28/2020	5/20/2020
	Equipment Set Up	4/18/2020	5/20/2020
	Head Cook	3/28/2020	5/20/2020
	CSR	3/28/2020	5/20/2020
	Dishroom Attendant	4/11/2020	5/20/2020
	Dishroom Attendant	3/28/2020	5/20/2020
	CSR	3/28/2020	5/20/2020
	Dishroom Attendant	3/28/2020	5/20/2020
	Food Preparer	3/28/2020	5/20/2020
	Dishroom Attendant	3/28/2020	5/20/2020
	Food Preparer	4/18/2020	5/20/2020
	CSR	4/11/2020	5/20/2020
	CSR	3/28/2020	5/20/2020
	Food Preparer	4/11/2020	5/20/2020
	Dishroom Attendant	3/28/2020	5/20/2020
	Dishroom Attendant	3/28/2020	5/20/2020
	CSR	4/18/2020	5/20/2020