

**WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT NOTICE
(W.A.R.N. NOTICE)**

VIA ELECTRONIC AND U.S. FIRST CLASS MAIL

Steven K. Gustafson
Rapid Response Coordinator
Department of Economic Opportunity
REACT Program
MSC 229
107 E. Madison Street
Caldwell Building, MSC G-229
Tallahassee, FL 32399-4137

Email: Steven.gustafson@deo.myflorida.com
Email: warnnotices@deo.myflorida.com
Fax: (850) 921-3859

Viviana Janer
Osceola County
BOCC Chairwoman
Commissioner District 2
Osceola County Commissioners
1 Courthouse Square, Ste. 4700
Kissimmee, FL 34741

Email: Viviana.Janer@osceola.org

Jose A. Alvarez
Mayor
City of Kissimmee
101 Church Street
Kissimmee, Florida 34741
Email: aaalvarez@kissimmee.org

June 9, 2020

Dear Representatives:

This W.A.R.N. Notice (herein the "Notice") is to inform you that Give Kids The World, Inc. (herein "GKTW") will be implementing a mass layoff at its employment site located at: 210 South Bass Road, Kissimmee, FL 34746 (herein the "Employment Site"). The expected date that this mass layoff will begin is July 1, 2020. This Notice is being given to you in accordance with the notice requirements for the Worker Adjustment and Retraining Notification Act (W.A.R.N.) set forth in 29 U.S.C. §2102 and 20 C.F.R. §639.7.

1. The name and address of the Employment Site where this mass layoff will occur is as follows:
Give Kids The World, Inc.
210 South Bass Road
Kissimmee, FL 34746

**WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT NOTICE
(W.A.R.N. NOTICE)**

June 9, 2020

Page 2

2. You may contact the following company official for further information:

Donna Hirsch
Vice President, Human Resources
Give Kids The World Village
210 South Bass Road
Kissimmee, FL 34746
407-396-1114 ext 4237

3. The planned mass layoff is expected to be permanent.
4. The mass layoff will occur on June 27, 2020. On June 27, 2020, the employees receiving this notice, along with all other affected workers are expected to be permanently separated from their employment position with GKTW.
5. Some of the affected workers listed include employees who use the Employment Site as a "home base," or who work at other remote or offsite locations but report to or receive assignments from the Employment Site. The job titles of the positions that will be affected by the layoff at the Employment Site, along with the number of employees to be affected in each position, are set forth on the attached Exhibit "A."
6. No bumping rights exist in connection with this layoff.
7. No union represents the employees.
8. GKTW statement regarding reduction of notice period:

Unforeseen circumstances directly related to COVID-19 have resulted in Give Kids The World having to reduce the staffing levels. Give Kids The World Village is a nonprofit resort in Central Florida that provides weeklong, cost-free vacations to children with critical illnesses and their families. GKTW provides these vacations through partnering wish-granting organizations. The Make-A-Wish Foundation, the main wish-granting partner, unexpectedly notified GKTW that due to COVID-19, it would not be scheduling any wishes that involve travel or large groups, until a vaccine is in wide use. The Make-A-Wish Foundation accounts for 84% of the wish families who visit the Give Kids The World Village. In addition, the theme parks are uncertain as to when they will be able to provide their complimentary tickets to the vulnerable guests. GKTW hereby provides as much advance notice as is practicable under these circumstances.

9. A notice is being provided to all GKTW employees whose employment is expected to end on June 27, 2020.

Donna Hirsch
Vice President, Human Resources

EXHIBIT A

Job Positions	Number of Employees in Each Position
Accountant I	1
Accountant II	1
Administrative Assistant	1
Airport Coordinator	4
Assistant Engineering Manager	1
Assistant Entertainment Manager	3
Assistant Guest Services Manager	4
Assistant Housekeeping Manager	2
Assistant Volunteer Services Manager	2
Chief Operating Officer	1
Compassion Coordinator	1
Copywriter	1
Creative Director/Copywriter	1
Data Coordinator	1
Development Director	2
Development Manager	2
Dish Room Attendant	2
Engineer I - Preventive Maintenance	4
Engineer II - GS Technician	5
Engineer II - PA Technician	1
Engineer III - Mechanic	2
Engineer III - Scenic Painter	1
Engineering Support Coordinator	1
Entertainment Coordinator Specialist	4
Entertainment Coordinator Venues	5
Entertainment Costumer	1
Entertainment Director	1
Entertainment Lead	3
Executive Assistant to President	1
Executive Housekeeper	1
Floor Care Attendant	4
Food & Beverage Director	1
Graphics Designer	2
Guest Services Administrative Coordinator	1

Job Positions	Number of Employees in Each Position
Guest Services Agent / PBX	10
Guest Services Manager	1
Housekeeping Attendant	21
Housekeeping Lead	2
Houseperson	4
HR & Training Specialist	1
Human Resources Generalist	1
Inventory Dispatch Coordinator	3
Itinerary Coordinator	3
Laundry Attendant	1
Memory Market Coordinator	3
Memory Market Lead	1
Merchandise Manager	1
Night Audit/Security Agent	4
Payroll & Payable Administrator	1
Pizza Cook	9
Project Manager - Marketing	1
Purchasing Manager	1
Receptionist/PBX	2
Risk Management Director	1
Senior Housekeeping Attendant	2
Shift Lead	7
Support Services Coordinator	1
Support Services Senior Coordinator	1
Support Services/Inventory Dispatch Coordinator	1
Vice President of Marketing	1
Village Vacation Planner	4
Village Vacation Traffic Control Coordinator	1
Volunteer Services Administrator	2
Volunteer Services Coordinator	7
Volunteer Services Director	1
VVPS Manager	1
Welcome Hut/Guest Services Assistant	3