

JUNGLE ISLAND

July 23, 2020

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Florida Department of Economic Opportunity
107 E. Madison St.
Caldwell Building, MSC G-229
Tallahassee, FL 32399
WARNnotices@deo.myflorida.com

Dear Mr. Gustafson:

This letter serves as notification that Jungle Island Resort, LLC d/b/a Jungle Island ("Jungle Island") will be reducing staffing levels at the business operations located at 1111 Parrot Jungle Trail, Miami, Florida 33132, due to unforeseen business circumstances caused by the COVID-19 pandemic and associated government mandated business closures and stay-at-home orders. The reductions are scheduled to begin on July 24, 2020.

The initial government stay-at-home order, travel prohibitions, and closures of restaurants, hotels, and non-essential businesses began in March 2020 and were set to expire after a short period. Since that time, however, the government orders have been extended multiple times for reasons beyond our control. While government orders have now allowed for limited reopening of areas of the Company, many of our operations may remain significantly limited for an indefinite period of time for these reasons that are beyond our control. Contrary to our expectations, governmental orders continue to impose substantial limits on our operations at this location (such as opening with social distancing guidelines, limits on large public gatherings, and capacity limitations).

Accordingly, we have had to reassess our initial understanding of the circumstances facing Jungle Island given new and unforeseeable information about the severity and duration of the adverse effects of the COVID-19 pandemic on our business, which unfortunately, now appear will be longer and more substantial than was previously foreseeable. Based on the foregoing, Jungle Island cannot provide a 60-day notice and is providing as much notice as is practicable.

As a result, we have made the decision to conduct permanent employment separations, with the expected date of the first separation to be July 24, 2020. Approximately 82 employees will be affected. Attached is a list of the job titles/classifications of the positions to be affected, and the number of affected employees in each job title/classification, along with the anticipated schedule for the subsequent separations.

Bumping rights do not exist. There are no unions affiliated with the affected employees.

JUNGLE ISLAND

We were unable to provide you with notice of these permanent employment separations earlier because the length and extent of the adverse business circumstances resulting from the COVID-19 pandemic, and the fluid nature of its effects on our community, business, and industry, were not foreseeable when employees were placed on a temporary furlough.

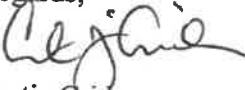
This notice is based upon the best information currently available. Various factors may affect these plans. We will inform you of any significant changes.

To the extent Jungle Island's actions in response to the COVID-19 emergency constitutes a plant closing or mass layoff for purposes of the federal Worker Adjustment and Retraining Notification (WARN) Act, this letter is intended to fulfill any requirements under the Act. By providing this information, however, Jungle Island does not concede that the Act applies or that this notice is required.

Should you have any questions or need further information, please do not hesitate to contact me as employer representative through the following contact information:

Curtis Crider
President and Managing Director
1111 Parrot Jungle Trail Miami FL 33132
305.400.7201
ccrider@jungleisland.com

Regards,



Curtis Crider
President and Managing Director

JUNGLE ISLAND

EXHIBIT A

<u>JOB TITLE</u>	<u>NUMBER OF AFFECTED INDIVIDUALS</u>	<u>DATE OF SEPARATION</u>
Guest Service Lead	2	7/24/2020
Guest Service Representative	9	7/24/2020
Adventure Attendant Lead	1	7/24/2020
Adventure Attendant	12	7/24/2020
Senior Animal Keeper	1	7/24/2020
Animal Keeper	3	7/24/2020
Enrichment Program Attendant	6	7/24/2020
Exhibit Attendant	5	7/24/2020
Housekeeping Crew	2	7/24/2020
HCAV Technician	1	7/24/2020
Facilities Administrative Assistant	1	7/24/2020
Executive Assistant	1	7/24/2020
Bartender	2	7/24/2020
Cook	2	7/24/2020
Porter/Dishwasher	2	7/24/2020
Server	2	7/24/2020
Outlet Supervisor	1	7/24/2020
Sales Marketing & Events Coordinator	1	7/24/2020
Sales Representative	1	7/24/2020
Accounts Receivable	1	7/24/2020
Housekeeping Manager	1	7/27/2020
Guest Service Manager	1	7/27/2020
Park Outlet Manager	1	7/27/2020
Human Resources Manager	1	7/27/2020
SMERF Manager	1	7/27/2020
Sales Manager	1	7/27/2020
Director Guest Relations	1	8/2/2020
Staff Accountant	1	8/2/2020
Business Analyst	1	8/2/2020
Head Cashier accounts Payable	1	8/2/2020
Junior Graphic Designer	1	8/2/2020
Camp Aid	6	8/7/2020
Camp Instructors	3	8/7/2020
Interpretation Specialist	1	8/7/2020
Education Supervisor	2	8/7/2020
Housekeeping Crew	1	8/9/2020
Houseperson	1	8/9/2020
Education Manager	1	8/14/2020