

PADDLEFISH

June 24, 2020

VIA FEDERAL EXPRESS OVERNIGHT DELIVERY

Renee Raper
Mayor City of Lake Buena Vista
P.O. Box 690868
Orlando, FL 32869

Mr Steven Gustafson
State Trade & Rapid Response Coordinator
REACT Program
Florida Dept. of Economic Development
107 East Madison Street
Caldwell Building, MSC G-229
Tallahassee, FL 32399

Re: Levy Premium Foodservice Limited Partnership (“Levy”) operation at Paddlefish

To Whom It May Concern:

This letter will serve as our official notice under the Worker Adjustment and Retraining Notification (WARN) Act that Levy’s operation at Paddlefish, located at 1650 Buena Vista Dr. Lake Buena Vista, FL, will undertake a mass layoff resulting in permanent termination of employment for certain salaried managers and hourly team members to be effective on August 1, 2020. Additional hourly team members may also experience a reduction of hours by 50% or more for 6 consecutive months until business levels resume]. The effected hourly team members had primarily experienced reductions in scheduling since March 2020 and the effected salaried managers had been furloughed since May 2020. At the time of those actions, the company expected the actions to be short term. Given the continued unforeseen business circumstances created by recent sports league announcements that teams would not return to playing in front of fans for a number of months, and/or government directives requiring longer term cancellation of large events due to the COVID-19 pandemic, additional notice of job loss was not practicable. While terminations are permanent, all terminated team members have been invited to apply for future employment as positions become available when business levels return following the pandemic.

The job titles of the affected positions and the number of affected team members in each job classification are shown on the attached enclosure. The team members who are included in this notice are not represented by a labor organization as defined in the National Labor Relations Act and related laws and no bumping rights exist.

Should you have any questions concerning this matter, please contact me at 312-335-5054.

Yours truly,

Ann Klerman, Senior Director of Human Resources

Enclosures

<i>JOB TITLES OF IMPACTED EMPLOYEES</i>	<i># OF EMPLOYEES IN EACH TITLE</i>
<i>Team Members Experiencing Termination</i>	
Server	33
Server Assistant	9
Bartender	4
Runner	8
Steward	1
Cook	13
Dishwasher	9
Host	4
Manager	3
Sous Chef	2
Director Catering Sales	1
<i>Team Members Experiencing Reduction in Hours</i>	
Runner	9
Bartender	5
Server	20
Server Assistant	5
Steward	1
Cook	18
Prep Cook	3
Dishwasher	4
Host	8
Supervisor	1