



November 12, 2020

BY EMAIL WARNNOTICES@DEO.MYFLORIDA.COM OR OVERNIGHT DELIVERY

Steve Gustafson
State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 East Madison Street
Tallahassee, FL 32399-4137

Re: WARN Act Notice, Employee Layoffs Due to Coronavirus

To Whom It May Concern:

On behalf of Princess Cruise Lines Ltd. (“Company”), we regret to inform you that we have decided to conduct layoffs at Princess Cruise Lines Ltd. located at 3671 SW 30th Ave, Fort Lauderdale, Florida 33312 effective December 1, 2020 due to the continuing effects of COVID-19 (“Coronavirus”). Ongoing travel restrictions, extended closures of ports and destinations to cruise ships, limited air travel and widespread shelter-at-home precautions in many countries continue to impact our industry. Based on the most current information, we anticipate these challenges will continue in the months ahead. In fact, recent changes in CDC guidance, coupled with new country-wide lockdowns overseas, make it very difficult to forecast when and where we will restart our cruise operations. Resultantly, these layoffs were not an easy decision, but were the result of unforeseeable business circumstances.

In accordance with the requirements of the Worker Adjustment and Retraining Notification Act (“WARN”), the Company provides the following information:

1. The name and telephone number of the Company official to contact for further information about the layoffs at the Company’s location at 3671 SW 30th Ave, Fort Lauderdale, Florida 33312 is: Kim Cannon, Senior Vice President, HR-Global Shoreside Programs, Holland America Group, 206-696-8465.
2. At this time, the layoffs at the Company’s location at 3671 SW 30th Ave, Fort Lauderdale, Florida 33312 will be permanent and commence on December 1, 2020. Impacted employees will receive payment for accrued but unused vacation time.
3. There are no affected employees with a collective bargaining representative.
4. The job titles of the positions to be affected and the number of employees in each job title that will be affected by the layoffs at the Company’s location at 3671 SW 30th Ave, Fort Lauderdale, Florida 33312 are attached hereto. It is our hope to

limit the impact as much as possible, but at this time, we do not know.

Upon review of the attached, please be aware that a majority of the employees are workers who were placed on furlough status earlier in the year and are now being formally laid off. These workers were provided with WARN notification when they were initially furloughed, and notice was also provided to you. Thus, this is a second WARN notification for these workers, the first being at the point of furlough, and the second being at the point of layoff. We have placed an asterisk next to any worker if they have been actively working and are now being laid off, thereby receiving a WARN notice for the first time. While a second WARN notice may not have been required, we endeavored to err on the side of compliance, but reserve the right to challenge WARN's applicability.

5. None of the affected employees have bumping rights and therefore the displaced employees are not permitted to exercise bumping rights in connection with the layoffs at the Company's location at 3671 SW 30th Ave, Fort Lauderdale, Florida 33312.
6. The outbreak of the coronavirus pandemic has had many deep effects for our business including, but not limited to: continued cessation of all cruises per recommendation of the CDC; shelter-in-place orders which are ever-changing in relation to the public's need; new lockdowns in key markets; significant work needed to be completed in order to satisfy the newly-released CDC pre-sail requirements (issued 10/31/2020); no-sail orders being recently extended abroad (e.g., Canada extended its no-sail order on 10/29/2020); ongoing, continued uncertainty as to when cruise operations may be able to restart. The extended and unforeseeable business circumstances were not reasonably foreseeable and were outside the company's control. As a result, the company must make this decision on shortened notice, and the company is providing this notice with as much advance notice as possible under these unique circumstances. This situation is evolving, and we are doing our best to balance the needs and safety of both our employees and the public.

If there are any questions that I can answer for you, please do not hesitate to contact me at 206-626-9530.

Sincerely,



Stein Kruse (sent via e-signature to avoid delay)
Group Chief Executive Officer
Holland America Group and Carnival UK

Job Title	Number of Affected Employees
Analyst, Logistics	1
Clerk I, Distribution	5
Clerk II	1
Clerk II, Distribution	2
Clerk II, Logistics	1
Supv, Distribution	3