



September 18, 2020

VIA FEDEX AND EMAIL

Steven Gustafson
State Trade and Rapid Response Coordinator
REACT Program MSC 229
107 E. Madison St.
Tallahassee, FL 32399-4137
WARNnotices@deo.myflorida.com

Jerry L. Demings, Mayor
Orange County
201 S. Rosalind Ave, 5th Floor
Orlando, FL 32801
mayor@ocfl.net

Buddy Dyer, Mayor
City of Orlando
400 South Orange Ave.
Orlando, FL 32801
buddy.dyer@orlando.gov

Re: Employment Status

Dear Ms./Mr.:

We are writing to inform you that Production Resource Group, LLC ("PRG" or the "Company") will suffer employment separations at its facility located at 8063 Beacon Lake Dr., Ste 200, Orlando, FL 32809. PRG was forced to place employees on furloughs initially announced on March 22, 2020 due to the sudden and unprecedented effects that the COVID-19 pandemic and the resulting restrictions that federal, state and local governments have placed on travel and public and private gatherings and the resulting sudden and dramatic loss of business for the Company. While we continued to hope these layoffs would be temporary, in light of the current and unexpected circumstances, we no longer feel that we are able to predict how long our business will be impacted. Accordingly, and in an abundance of caution, we want to let you know that these layoffs may become permanent.

Most of the temporary furloughs in connection with the COVID-19 pandemic commenced on March 22, 2020. Although we expected to and continue to hope to return our employees to



work within a short period of time and certainly within six months of the start of the temporary furloughs, it now appears that our original plan may not be possible. Accordingly, in the event that we are unable to bring our employees at this facility back to work by September 21, 2020, we want to let you know that these layoffs will be deemed permanent for purposes of federal law as of September 21, 2020. Despite these temporary layoffs being deemed permanent for purposes of federal law, for internal purposes, we will continue to view many of these employees as continuing temporary layoffs and intend that when business returns, they will be rehired.

Enclosed as Exhibit 1 is a listing of the job titles and positions that would be affected by this action and the number of affected employees in each job classification, and whether we deem the action to be permanent or temporary.

We apologize that we were unable to provide to you more advance notice of this action. Although we initially were confident that the furloughs would be for a short period of time and certainly less than six months in duration, the unfathomable extent and impact of the COVID-19 pandemic and the fact that even events that were rescheduled have now been cancelled or postponed for long periods of time, requiring furloughs for longer than six months recently became apparent to us.

As we all know, this pandemic has been a rollercoaster of everchanging restrictions on public gatherings and travel and tourism disruptions and thereafter re-openings and relaxation of some restrictions and closure orders restrictions, followed by imposition of restrictions again – actions and events which have been outside of the Company's control. Throughout this period, we have worked internally, across our markets and with our clients across the spectrum to identify business opportunities. We reached out to former, current, new and an prospective clients and brainstormed ideas to generate business and to meet the ever-changing needs of the industry, as we all navigated COVID-19. We were receiving lots of inquiries, RFP's, and quote opportunities from our clients and monitored predictions that summer and fall 2020 would be flush with events. We were excited to work on the return of TV/Film, collegiate and professional sports, awards shows, drive-in concerts and our other live events, even if in a different format due to the pandemic. We even pivoted some of our shops to the manufacture of face shields, worked with a thermal scanner manufacturer to make casings for scanners to be used by venues, schools and businesses, and helped build temporary hospitals. While some projects have come to fruition in a limited capacity or as a virtual event, many events have been canceled or postponed unexpectedly due to COVID-19 case surges (such as in colleges), and the ever-changing public health guidance and government restrictions on travel and gatherings.

We have done our best to anticipate business conditions, but none of us could have predicted how this pandemic would unfold, especially in light of the many opportunities clients presented to us. Since this pandemic hit, we have tried to plan for workflows based on our best business judgment and to be prepared for the work at hand with sufficient peoplepower, all with the added complications imposed by COVID-19 (e.g., unpredictability in shipping, wellness and quarantine status of staff, and countless government orders). Despite the hurdles presented due to COVID-19, clients continued to engage us for work throughout this entire period, leading us to



believe that we would be able to restore our workforce levels. Even as events were being cancelled and postponed, other events were being planned. We know what it takes to put on a show, and anticipated and planned for staff recall based on the work we had booked on our schedule; however, the recent and rapid cascade of clients' cancellations and long term postponements (decisions that were out of our control) of several big events (such as a large tech company business conference, at least two reality TV competitions, and several cable, independent and network tv series occurring in late August through early September) have left the Company with fewer jobs forecasted for the short term. This sudden and unprecedented occurrence of having insufficient work has forced us to conclude that the likelihood of recalling employees in the short term is no longer predictable, and not practicable.

The speed and vast reach of the COVID-19 pandemic as well as continuing government orders and directives and client cancellations and postponements were unforeseeable and caused, and will continue to cause, a drastic impact on our business and ability to resume our pre-pandemic operations. After reassessing the likelihood that our Company's business levels and staffing needs will not increase in short order and in light of these recent events, we are providing this notice to you at the earliest possible time. We hope you understand.

Some of the affected employees at this facility are represented by a union. The name of the local union is International Alliance of Theatrical Stage Employees Local 631. The name and address of the highest-level official of that union are Paul Cox, 5385 Conroy Rd., Ste 200, Orlando, FL 32811, and the local representative is Kimberly Holdridge. The name of the international union is the International Alliance of Theatrical Stage Employees. The name and address of the highest-level official of that union are Matthew Loeb, 207 West 25th St., 4th Floor, New York, NY 10001.

There are no bumping rights for employees at this facility.

You may contact Lissa Bobet at (407)996-4201 or lbobet@prg.com, if you require additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Michelle Yang". The signature is fluid and cursive, with a large initial "M" and "Y".

Michelle Yang
Assistant General Counsel

Enclosures: Exhibit 1



Orlando, Florida
Impacted Positions
(as of September 21, 2020)

- Total number laid off - 104 (both permanent and temporary)
- Permanent job loss -69 Job title of impacted positions and # affected in each position
- Temporary job loss – 35 Job title of impacted positions and # affected in each position

EMPLOYEES WHO JOB ACTION IS INTENDED TO BE PERMANENT:

Job Title Description	Position Count
Asset Coordinator I Count	2
Asset Disposition Coordinator I Count	1
Department Head I Count	1
Dept. head - LU631 Count	1
Dispatcher Count	1
Driver CDL Class A Count	1
Driver Non CDL Count	1
ERP Analyst II Count	1
Financial Analyst Count	1
Inbound Coordinator Count	1
Journeyman 3 - LU631 Count	2
Labor Coordinator Count	2
Logistics Administrator Count	1
Office Administrator Count	1
Product Manager Count	1
Production Coordinator II Count	1
Project Manager I Count	3
Project Manager II Count	1
Project Manager III Count	2
Regional Account Executive I Count	1
Rental Sales Associate Count	1
Shop I Count	9
Shop II Count	2
Shop Manager II Count	1
Shopman 2 - LU631 Count	3
Shopman 3 - LU631 Count	5
System Product Manager Count	1
Technical Coordinator I Count	1
Technical Coordinator II Count	1
Technical Coordinator III Count	1
Technician I Count	4
Technician II Count	8
Technician III Count	3
Training Specialist Count	1
Warehouse Associate Count	2
Grand Count	69



EMPLOYEES WHO JOB ACTION IS INTENDED TO BE TEMPORARY:

Job Title	Position Count
Account Executive I Count	1
Account Executive III Count	1
Asset Coordinator I Count	3
Asset Manager Count	1
Buyer II Count	1
Department Head I Count	3
Dept. head - LU631 Count	2
Director, Business Development I Count	1
Driver CDL Class A Count	2
Human Resources Coordinator Count	1
Journeyman 2 - LU631 Count	1
Labor Coordinator Count	1
Order Coordinator Count	2
Outbound Coordinator Count	1
Product Manager Count	1
Rental Sales Associate Count	2
Shop Manager II Count	2
Shopman 3 - LU631 Count	1
System Engineer II Count	1
System Product Manager Count	1
Team Leader III Count	1
Technical Coordinator II Count	1
Technical Coordinator III Count	2
Technician II Count	2
Grand Count	35