

September 4, 2020

DELIVERED VIA EMAIL AND OVERNIGHT MAIL

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

Buddy Dyer, Mayor of the City of Orlando  
City Hall  
400 South Orange Avenue  
Orlando, FL 32801

Jerry L. Demings, Orange County Mayor  
201 South Rosalind Avenue, 5th Floor  
Orlando, FL 32801

RE: WARN Notice of Mass Layoff Caused by COVID-19 – SeaWorld of Florida LLC, SWBG  
Orlando Corporate Operations Group, LLC

SeaWorld of Florida LLC d/b/a SeaWorld Orlando, Discovery Cove, and Aquatica, and SWBG Orlando Corporate Operations Group, LLC d/b/a SWBG Operations Group (collectively, “SeaWorld”), the employer of employees at 7007 Sea Harbor Drive, Orlando, FL 32821, submits this WARN Notice to Florida’s state dislocated worker’s unit and chief elected officials of local government to inform them of a mass layoff, pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101, *et seq.*

The coronavirus (“COVID-19”) crisis has resulted in the World Health Organization’s pandemic declaration, President Trump’s declaration of a national emergency, and varying state and local orders addressing shelter-in-place, restrictions on large gatherings, and other travel restrictions. Florida Governor Ron DeSantis declared a State of Emergency on March 9, 2020, with the most recent 60 day extension ordered on July 7, 2020. In response to the COVID-19 pandemic, and in compliance with government restrictions and recommendations, SeaWorld temporarily closed all of its theme parks, effective March 16, 2020. Within weeks, as the pandemic quickly evolved and worsened, SeaWorld temporarily furloughed the vast majority of its workforce on or about April 1, 2020. These actions were necessary due to the sudden and unprecedented business impacts associated with the COVID-19 pandemic.

Since those actions were taken, the rate of positive COVID-19 infection increased, resulting in expanded or extended government directives prohibiting large gatherings and restricting travel. The effects upon the amusement and theme park industry have been significant and sustained. While the Florida parks reopened at a reduced operating schedule and guest capacity in June, park attendance has been impacted by self-imposed limitations, consumer concerns regarding COVID-19, and other factors. COVID-19 infection rates across the country either increased significantly or remained constant in June, July and August, including in Florida. Residents of many states who visit Florida are now required to quarantine upon returning to their home state. The hospitality and travel industries have recently laid off substantial portions of their workforce in recognition of a slow recovery. Due to the evolving nature of COVID-19 and its effects on our business, it is difficult to predict when business will return to pre-COVID 19 levels; however, in the current operating environment, it now appears

reasonably foreseeable that the temporary actions taken earlier will extend beyond six months for the Florida operations.

Due to the sudden and unforeseeable economic impacts of the pandemic on our Florida business operations, that were not reasonably foreseeable at the time of the temporary furlough, SeaWorld has determined that it must transition certain park and corporate personnel from a furloughed status to a permanent layoff.

Affected ambassadors who receive the WARN notice are expected to separate from their SeaWorld employment on September 4, 2020. Affected ambassadors are not represented by a union and do not have bumping rights. Attached is a listing of the job titles of the positions affected along with the number of affected ambassadors in each job classification.

SeaWorld intends to accomplish this mass layoff with the least amount of disruption to the lives of its ambassadors and their families, and the Orlando community. To further this important objective, ambassadors will receive further information regarding eligibility for separation benefits.

For further information or to coordinate assistance, please direct any questions you may have to our Human Resources team - (407) 363-2637.

Sincerely,



Kyle R. Miller  
Park President, SeaWorld Orlando

cc: Office of Governor Ron DeSantis  
State of Florida  
The Capitol  
400 South Monroe Street  
Tallahassee, FL 32399-0001



## Listing of Job Titles and Positions Affected: *Orlando Parks and Corporate Offices*

<b>Job Title of Affected Employees</b>	<b>Number of Employees</b>
Accounting Clerk	1
Acctg Clerk I (Non-Exempt)	4
Acctg Coord	2
Animal Care Specialist	1
Assistant Supervisor (Ne)	86
Assoc Animal Care Specialist	5
Assoc Aquarist	3
Assoc Aviculturist	1
Assoc. Trainer	12
Associate Mgr., Marketing - YR	3
Automation Tech Iii	1
Bartender	2
Contract Administrator	1
Control Center Host	1
Cook	25
Coordinator, Marketing - YR	1
Corp Coordinator, Sales	1
Corp, VP Resort Development	1
Corp. A/R Clerk	2
Corp. Analyst II	1
Corp. Category Manager	2
Corp. Category Repln. Analyst	1
Corp. D&E Project Mgr	1
Corp. IT Mgr.	1
Corp. IT Project Manager	2
Corp. IT Support Specialist 1	1
Corp. IT, Programmer Analyst	1
Corp. IT, Sr. QA Analyst	1
Corp. IT. Dir.	1
Corp. Junior Buyer	1
Corp. Merchandise Asst	1
Corp. Merchandise Planner	1
Corp. Mgr. Zoo Business Dev	1
Corp. Mgr., Guest Exp. Tech.	1
Corp. Mgr., Marketing	1
Corp. Mgr., Merchandise BA	1
Corp. Mgr., Mktg Communication	1
Corp. Product Developer - Mdse	1
Corp. Sr. Dir., Entmt Tech	1
Corp. Sr. Product Develop Mdse	1

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<b>Job Title of Affected Employees</b>	<b>Number of Employees</b>
Corp. Supply Chain Specialist	1
Corp., Accts Payable Speciali	1
Creative Manager	1
Culinary Operations Leader	4
Culinary System Support	1
Curator	4
Discovery Cove Host II	7
Diver II	1
Education Leader	1
Educator I	7
Educator II	8
Educator III	19
Employee Svs Rep.	2
Event Services Coord.	2
Event Services Leader	1
Executive Chef	1
Filtration Mech II	3
Financial Analyst I	2
Food Service Attendant	455
Games Host/Hostess II	2
Guest Rel Rep.	17
Hort Tech I	1
Hospital Leader	1
Human Resources Asst.	3
Human Resources Leader	1
Human Resources Rep.	8
Husbandry Asst. II	20
Instructor I	4
Instructor II	1
Instructor III	5
Inventory Control Clerk	1
IT Support Specialist I	1
IT Tech I	1
IT Tech II	2
Jeweler	1
Lifeguard	29
Line Cook	55
Maintenance Technician	2
Marketing Leader	1
Merchandise Leader	2

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<b>Job Title of Affected Employees</b>	<b>Number of Employees</b>
Mgr., Event Services - YR	3
Mgr., Rides Maintenance	1
Office Coord.	5
Paramedic	1
Park Operations Leader	2
Park Ops Host/Hostess II	272
Parks Services Host/Hostess	62
Performer	121
Photo Sales Clerk II	31
Photographer (Non-Exempt)	68
Plant Engineering Leader	1
Plumber II	1
Project Manager	3
Reservationist	4
Retail Specialist	1
Rides Tech II	8
Safety Leader	1
Sales Account Executive	2
Sales Associate - YR	2
Sales Clerk	123
Sales Clerk II	1
Sales Coordinator	3
Scenic Arts Craftsperson II	1
Scheduling/Timekeeping Leader	1
Secretary I (Non-Exempt)	1
Security Ambassador	6
Security Officer	18
Seeds Support II	1
Senior I, Animal Care Speciali	2
Senior I, Aquarist	3
Senior I, Aviculturist	4
Senior I, Trainer	4
Shallow Water Attendant	6
Shallow Water Attendant II	1
Show Productions Leader	1
Sr Hort	3
Sr. Office Coordinator	3
Sr. Ac & R Mech	1
Sr. Accounting Clk	1
Sr. Animal Care Spec	2

## Listing of Job Titles and Positions Affected: *Orlando Parks and Corporate Offices*

<b>Job Title of Affected Employees</b>	<b>Number of Employees</b>
Sr. Aquarist	6
Sr. Auto Mechanic	4
Sr. Automations	1
Sr. Aviculturist	2
Sr. Dir. Park Visual Experience	1
Sr. Diver	2
Sr. Electrician	2
Sr. Executive Asst.	1
Sr. Filtration	2
Sr. Food Svc Attendant	2
Sr. Human Resources Rep.	1
Sr. Leader Human Resources	1
Sr. Leader Merchandise	1
Sr. Leader Plant Engineering	1
Sr. Leader Waterpark	1
Sr. Lifeguard	7
Sr. Officer	2
Sr. Rides Tech	2
Sr. Seeds Support	1
Sr. Theatrical Svs Tech	12
Sr. Trainer	18
Sr. Video Editor	1
Stage Mgr.	3
Supervisor (Ne)	41
Supv., Zoological	4
Theatrical Services Tech I	7
Theatrical Services Tech II	6
Trainer	5
Tram Driver/Operator	2
Vet Tech II	1
Visual Merchandiser	1
V.P., Marketing	1
Waiter/Waitress	111
Wardrobe Craftsperson I	6
Warehouse Worker I	3
Warehouse Worker II	3
Water Quality Leader	1
<b>Total Affected Employees</b>	<b>1,896</b>