

July 1st, 2020

Via Email: steven.gustafson@deo.myflorida.com
WARNnotices@deo.myflorida.com

Mr. Steven K. Gustafson
REACT Program
MSC 229
107 E Madison St
Tallahassee, FL 32399-4137

Dear Mr. Gustafson:

On May 4th, 2020, we notified you, pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Starboard Holdings, Ltd. would implement furloughs at its Corporate Office located at 8400 NW 36th St, Suite 600, Miami, FL 33166, beginning on June 8th, 2020.

As we previously advised, the sudden and unexpected circumstances surrounding the COVID-19 pandemic adversely affected our business operations. We initially anticipated that the cruise industry would begin normal operations by early June, which would have allowed us to recall employees sooner. However, based on recent updates, including information regarding the cruise industry, we now anticipate that normal operations may not resume until at least late September. Unfortunately, this will necessarily result in additional layoffs and furloughs. In addition to the 119 employees affected by the initial wave of furloughs and layoffs, and the additional 25 employees that were affected in the second wave of furloughs, an additional 28 employees will be affected by this action.

These unforeseeable business circumstances prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information regarding this matter, you may contact Raymond Bodden, Total Rewards Manager at (786) 838-1555 or raymond.bodden@starboardcruise.com.

Sincerely,



Anya Varga
Head of Human Resources

CC: Mayor Carlos Gimenez via email: mayor@miamidade.gov
Mayor Juan Bermudez via email: JuanCarlos.Bermudez@cityofdoral.com


Starboard Holdings, Ltd. Corporate Office - Miami

Job Title	Employee Count
Accounting Assoc, Voy Rec	2
Executive Admin Assistant	1
Sr. Manager Retail Experi	1
Business Data Analyst	1
Store Pln & Design Mgr.	1
Asset Protection Spec	1
Accounting Assoc, Consign	1
Freight Rate Auditor	1
Sr. Analyst, Network	1
Developer DBA	1
Customs, Entry Processor	1
Warehouse Supervisor	1
Jr. Entry Processor	2
I/C Warehouse Supervisor	1
Transportation Coordinato	2
Assoc. Transportation Mgr	1
Sr. Customs Entry Process	1
Senior Distributor	1
Retail Marketing Designer	1
Production Coordinator	2
Visual Coordinator	1
Manager, Global Talent Ac	1
Jr. HR Scheduler	1
IT Business Analyst	1

Kind Regards,

Raymond Bodden

Starboard Holdings, Ltd. | An LVMH Moët Hennessy Louis Vuitton Company
8400 NW 36th Street, Suite 600 | Miami, FL. 33166

 Direct: 305-728-4511 | Mobile: 786-838-1555

raymond.bodden@starboardcruise.com