



October 22, 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 August 26th, 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 August 26th, 2020.

As we previously advised, the sudden and unexpected circumstances surrounding the COVID-19 pandemic continues to adversely affect our business operations. We initially anticipated that the cruise industry would begin normal operations by October, which would have allowed us to recall employees sooner. However, based on recent updates, including information regarding the cruise industry, we are now unable to predict when we can resume normal operations. Unfortunately, this will necessarily result in additional furloughs and another reduction in force. In addition to the 220 employees affected by the previous waves of furloughs and layoffs, an additional 9 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 Anya Varga, Head of Human Resources at (917) 294-4840 or anya.varga@starboardcruise.com.

Sincerely,

A handwritten signature in black ink that reads "Anya Varga". The signature is fluid and cursive.

Anya Varga
Head of Human Resources

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

Please see here and let me know if you require anything further.
 The effective date of layoff is today, October 22, 2020 for the 9, plus an additional group of employees that we already notified your department about back in August.
 Anya

Job Title	Total
Accounting Assoc, Claims	1
Accounting Assoc, Voy Rec	1
Associate Manager, Studio	1
Customs, Entry Processor	1
Distributor	8
District Manager	1
HR Scheduler	1
Inventory Control Analyst	2
Inventory Control Sup	1
Jr. Staff Accountant	1
Merchandise Manager	1
Planning Assistant	7
Sr. Customer Service Rep	1
Sr. Specialist, Asset Pro	1
Supp Chain Ops Analyst	1
Transportation Coordinator	1

Anya Varga
 Head of Human Resources

Starboard Cruise Services, Inc.
 An LVMH Moët Hennessy Louis Vuitton Company
 8400 NW 36th Street, Suite 600
 Miami, FL 33166
 Direct: (786) 845-7426
 Mobile: (917) 294-4840

