



September 4, 2020

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Hon. Jerry L. Demings  
Mayor, Orange County  
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Orlando, FL 32801  
Phone: (407) 836-7370  
Email: mayor@ocfl.net

Buddy Dyer  
Mayor, City of Orlando  
400 South Orange Avenue  
Orlando, FL 32801  
Phone: (407) 246-2221  
Email: buddy.dyer@orlando.gov

Dear Mayor Demings, Mayor Dyer, and Mr. Gustafson:

Universal City Development Partners, Ltd. (“Universal Orlando” or “Company”) is an entertainment company that owns and operates a movie-based theme park located in Orlando, Florida. As a direct result of the unforeseen reach of COVID-19 and its impact on its operations, Universal Orlando continues to experience unprecedented challenges with the economic effects likely to continue into next year. As a full recovery will take time, the Company has had to make very difficult decisions, including placing some of its Team Members on furlough as listed in Attachment A. When Universal Orlando initially notified these Team Members of their furlough, Universal Orlando could not have anticipated that it would exceed six months. However, due to business circumstances that were not reasonably foreseeable at the time, Universal Orlando now expects that these Team Members’ furlough could extend beyond six months from their initial furlough date.

Although their furloughs are not expected to be permanent, this grouping of affected Team Members will continued to be furloughed until further notice. The Team Members listed in Attachment A to this letter were furloughed on dates ranging from May 3, 2020, through August 23, 2020. The schedule of effective dates for these impacts is included in Attachment A.

As a result of the COVID-19 pandemic, an unforeseeable business circumstance, Universal Orlando is providing 60 days’ notice of the above mentioned Team Members’ furloughs exceeding six months to both your office and each impacted Team Member. Universal Orlando is providing as much notice as is practicable under the circumstances, given the rapid pace at which this situation has developed. Although it may not be legally required, Universal Orlando is providing this notice to comply with the spirit of the law and the Federal Worker Adjustment and Retraining Act, 29 U.S.C. § 2100 et seq., and in an effort to keep your office fully informed.

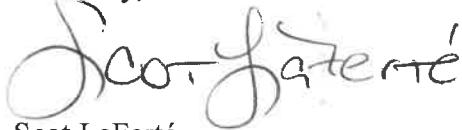
Attachment A details the job titles and the number of affected Team Members in each job

classification. We expect that approximately 5,389 Team Members who hold a variety of positions at Universal Orlando located at 1000 Universal Studios Plaza, Orlando, FL 32819, all in your jurisdiction, have been or will be impacted. The affected Team Members do not/will not have any bumping rights; in other words, they do not/will not have the right to take a position currently occupied by another Team Member.

This notice and the above timetable related to the above-described employment status of these Team Members are based on the best information currently available. We will inform you of any significant changes in these plans as additional information becomes available.

For further information, please contact Scot LaFerté, Senior Vice President of Human Resources for Universal Orlando Resort, at (407) 224-5911.

Sincerely,

A handwritten signature in black ink that reads "Scot LaFerté". The signature is written in a cursive style with a large, stylized initial "S".

Scot LaFerté  
Senior Vice President, Human Resources  
Universal Orlando Resort

## ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of Team Members listed below that work at Universal Orlando Theme Park, located at 1000 Universal Studios Plaza, Orlando, FL 32819, will be impacted.

Job Title	Number of Impacts	Effective Dates
2T Driver,Team Member Shuttles	2	05/27/2020; 07/12/2020
2T Officer,Security	53	05/03/2020
2T Person,Warehouse	5	05/03/2020
2T Sales Counselor,GCC	48	05/03/2020; 06/07/2020
2T Services Counselor-GCC	1	06/07/2020
2T Team Captain,Ops	1	05/03/2020
Actor A	65	05/03/2020; 08/12/2020
Actor B	13	05/03/2020; 07/29/2020
Actor C	23	05/03/2020; 07/29/2020
Actor D	3	05/03/2020
Agent,Box Office-Blue Man Grp	19	05/03/2020
Animated Street Star	55	05/03/2020; 07/12/2020
Artist,Make-Up	3	05/03/2020
Artist,Prosthetics Application	2	05/03/2020
Assoc Analyst,Quality-GCC	1	06/07/2020
Assoc,Merchandise	282	05/03/2020
Assoc,Quick Serve (QSR)	611	05/03/2020; 05/31/2020; 07/05/2020; 07/12/2020; 07/26/2020; 08/09/2020
Assoc,Sales-Calligraphy	3	05/03/2020
Asst,Prod-Fear Factor Status	2	05/03/2020
Asst,Production	9	05/03/2020; 05/31/2020
Asst,Stage	4	05/03/2020
Attnd,Admissions-WWOHP	49	05/03/2020
Attnd,Attractions	416	05/03/2020; 06/01/2020; 06/30/2020; 07/06/2020; 07/12/2020; 07/24/2020; 07/26/2020
Attnd,Attractions-Shows	29	05/03/2020; 07/06/2020
Attnd,Catering Warehouse	9	06/07/2020; 06/21/2020; 07/05/2020
Attnd,Entrance Ops-Water Park	2	05/03/2020; 06/21/2020
Attnd,Food Cart	9	05/03/2020
Attnd,Night Park	20	05/03/2020; 05/17/2020; 07/05/2020
Attnd,Park	7	05/03/2020; 08/16/2020
Attnd,Park-BOH	1	05/03/2020
Attnd,Parking Control	43	05/03/2020; 07/19/2020
Attnd,Rental Service-CityWalk	6	05/03/2020
Attnd,Rental Services	27	05/03/2020
Attnd,Resort Transit	17	05/03/2020
Attnd,Slides	1	07/12/2020
Attnd,Toll Plaza	43	05/03/2020
Attnd,Turnstile	88	05/03/2020
Attnd,Valet Booth	9	05/03/2020
Attnd,Virtual Line	3	05/03/2020; 07/05/2020; 07/12/2020
Attnd,Wardrobe	62	05/03/2020; 07/14/2020
Attnd,Wardrobe Stocker	1	05/03/2020
Barback	19	05/03/2020

Barista	61	05/03/2020; 06/07/2020
Bartender	81	05/03/2020; 06/07/2020; 06/14/2020
Bartender,Club	10	05/03/2020
Bartender,Special Event	1	05/03/2020
Busser	87	05/03/2020
Busser Tipped	93	05/03/2020; 06/14/2020
Cabana/Premium Seat Server	2	05/03/2020
Captain,Resort Boat	29	05/03/2020
Cashier	284	05/03/2020; 07/12/2020
Clerk II,Field Research-Media	14	05/03/2020
Clerk,Accounts Receivable	1	05/03/2020
Clerk,Revenue Accounting	1	05/03/2020
Controller,Ingredient	1	06/21/2020
Cook,First-Production Kitchen	6	06/07/2020; 06/28/2020
Cook,First-Quick Service	1	06/14/2020
Cook,First-Restaurant	19	05/03/2020; 06/07/2020; 06/14/2020
Cook,Line/Prod-Quick Service	1	06/14/2020
Cook,Line/Production	450	05/03/2020; 06/07/2020; 06/14/2020; 06/21/2020; 07/02/2020; 07/05/2020
Cook,Second-Production Kitchen	16	05/03/2020; 06/07/2020; 06/21/2020; 06/28/2020
Cook,Second-Quick Service	2	05/03/2020; 06/14/2020
Cook,Second-Restaurant	169	05/03/2020; 06/07/2020; 06/14/2020
Coord,Entertainment (Stated)	5	05/03/2020
Coord,Entertan Prod (Stated)	11	05/03/2020
Coord,Guest Communication	17	05/03/2020
Coord,Guest Services	9	05/03/2020
Coord,Guest Services, Parks	37	05/03/2020; 06/07/2020; 06/21/2020; 08/16/2020; 08/23/2020
Coord,Operations & Tech Base	12	05/03/2020
Coord,Payroll	1	05/03/2020
Coord,Sales	2	05/03/2020
Coord,Talen Bookg and Casting	3	05/03/2020; 08/02/2020
Counter,Cash	15	05/03/2020; 06/07/2020
Driver, Team Member Shuttles	1	05/03/2020
Driver,Warehouse	1	05/03/2020
DU Airport Representative	3	05/03/2020
Engineer,Industrial Co-Op	2	05/03/2020
Escort,Entertainment	45	05/03/2020; 05/31/2020; 07/29/2020
Fabrication Specialist I	2	05/03/2020
Fabrication Specialist II	1	05/03/2020
Food Prep/Service Staff,Moe's	21	05/03/2020
Food Prep/Srvc Staff,Cold Ston	18	05/03/2020
Food Prep-Service Staff,Tthsm	37	05/03/2020; 06/07/2020
Greeter	23	05/03/2020
Guide,Event	32	05/03/2020; 05/31/2020
Guide,VIP Experience	1	05/03/2020
Host,Door	136	05/03/2020; 06/14/2020
Host/Hostess	29	05/03/2020
Interpreter,Sign Language	6	05/03/2020
Interviewer	2	05/03/2020
Interviewer,Field Research	39	05/03/2020; 05/31/2020
Lead Tech I,Rigging	1	06/07/2020

Lead Tech I,Scenic/Decor	1	05/03/2020
Lead Tech I,Technical Entrnmnt	3	05/03/2020; 06/07/2020
Lead Tech I,Video Programming	2	06/07/2020
Lead,Catering	18	06/07/2020
Lifeguard,Aquatic Attraction	4	05/03/2020
Lifeguard,Deep Water	6	05/03/2020
Marker,Warehouse	2	05/03/2020
Messenger,CCF	7	05/03/2020
Officer,Loss Prevention	8	05/03/2020
Officer,Security	215	05/03/2020; 05/05/2020
Person,Mail/Distribution	4	05/03/2020
Person,Warehouse	30	05/03/2020
Planner,Vacation	34	05/03/2020
Planner,Vacation-Opers	75	05/03/2020
Puppeteer	2	05/03/2020
Recruiter	4	05/03/2020
Runner,Food - Non-Tipped	17	05/03/2020
Runner,Food - Tipped	75	05/03/2020; 06/14/2020
Runner,Package Pick-Up	3	05/03/2020
Runner,Valet	33	05/03/2020
Sales Counselor,GCC	80	05/03/2020; 06/07/2020
Sales Counselor-Trvl Agent Grp	2	06/07/2020
Servers,Catering	36	05/03/2020; 05/16/2020; 06/07/2020
Service,F&B	39	05/03/2020
Services Counselor-GCC	4	05/03/2020; 06/07/2020
Spec I,Costume	3	05/03/2020
Spec,Laundry Services	15	05/03/2020
Spec,Scheduling	1	06/07/2020
Steward	182	05/03/2020; 06/07/2020; 06/14/2020; 06/21/2020
Stocker	96	05/03/2020; 08/23/2020
Stocker,Merchandise	11	05/03/2020
Supv,Guest Contact Center	3	06/14/2020
Team Captain,Ops	1	05/03/2020
Tech II,A/V	4	05/03/2020; 06/07/2020
Tech II,Audio - Projects	1	06/07/2020
Tech II,Audio-Parks	4	05/03/2020; 07/05/2020
Tech II,Lighting	1	06/07/2020
Tech II,Pyro/Flame Effects	4	05/03/2020; 06/07/2020
Tech II,Rigging	4	05/03/2020; 06/07/2020; 06/28/2020
Tech II,Staging	3	05/03/2020; 06/07/2020
Tech II,Tech Ent Maintenance	2	05/03/2020
Tech III,A/V	1	05/03/2020
Tech III,Float Driver	2	05/03/2020
Tech III,Lighting	1	05/03/2020
Tech IV,A/V	2	06/07/2020; 07/21/2020
Tech IV,Audio-Projects	1	06/07/2020
Tech IV,Entertainment	4	05/03/2020
Tech IV,Float Driver	1	07/29/2020
Tech IV,Pyro/Flame Effects	2	06/07/2020
Tech IV,Show Operator	1	05/03/2020
Tech V,Stage Operator	2	05/03/2020
Ticket Specialist,Loss Prevntn	1	05/03/2020

Trainer	1	05/03/2020
Usher,Blue Man Theater	25	05/03/2020
Vendor,Alcohol	1	05/03/2020
Waitperson	394	05/03/2020; 05/31/2020; 06/07/2020; 06/14/2020
Wardrobe Fabricator II	4	05/03/2020
<b>Grand Total</b>	<b>5389</b>	

*\* These effective furlough dates vary due to a variety of factors including, but not limited to, employees who were on a leave of absence at the time they would have received notice which impacted their return to work and related processing, cancellation of events, and other unforeseeable circumstances directly related to the unprecedented challenges that COVID-19 has presented.*