



November 12, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity – REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399
Phone: (850) 245-7477
Email: WARNnotices@deo.myflorida.com

Hon. Jerry L. Demings
Mayor, Orange County
201 S. Rosalind Avenue, 5th Floor
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 Resort, Universal Parks & Resorts and Universal Creative” or “Company”) continues to carefully and thoughtfully manage through unprecedented challenges as a direct result of the unforeseen reach of COVID-19 and its impact on our operations. As a full recovery will take time, the Company has had to make very difficult decisions, including reducing some of its workforce. Specifically, we expect that approximately 1,123 Team Members who hold a variety of positions within your jurisdiction, have been laid off or have already been notified they will be laid off. Please note the specific number of Team Members cited does not represent new or unannounced future layoffs. All impacted Team Members have been given a minimum advance notice of at least 60 days prior to their actual layoff date and some separations are still underway. None of these positions are park hourly positions.

The location of impacted employment sites and the anticipated number of individuals being laid off from these sites are listed below. These layoff effective dates range from August 24, 2020, through December 31, 2020. Again, all impacted Team Members have already been notified and given a minimum of sixty (60) days’ notice prior to their separation.

Although may not be legally required, the Company 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. 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 Parks and Resorts - Orlando, at (407) 224-5911.

Sincerely,



Scot LaFerté
Senior Vice President, Human Resources
Universal Parks and Resorts - Orlando

Work Location	Count
1000 Universal Studios Plaza, Orlando, FL 32819	678
8523 Commodity Circle, Orlando, FL 32819	373
7590 Currency Drive, Orlando, FL 32819	34
8529 Exchange Drive, Orlando, FL 32809	7
6100 Old Park Lane, Orlando FL 32835	31
Total Count	1,123