



April 17, 2020

Via Federal Express

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E Madison St
Caldwell Building, MSC G-229
Tallahassee, FL 32399

Via Federal Express & Facsimile

Hon. Jerry L. Demings
Mayor, Orange County
201 S. Rosalind Avenue, 5th Floor
Orlando, FL 32801
(407) 836-7370

Via Federal Express & Facsimile

Hon. Viviana Janer
BOCC Chairwoman, Osceola County
1 Courthouse Square, Suite 4700
Kissimmee, FL 34741
(407) 742-2000

***Re: Disney College Program and Disney Professional Internship Program
Notice of Layoff***

Dear Mr. Gustafson, Mayor Demings, and Chairwoman Janer:

Due to the worldwide COVID-19 pandemic and recommended protective measures, Walt Disney Parks and Resorts U.S., Inc. (the "Company" or "WDPR") operating as Walt Disney World, located at 1375 E. Buena Vista, Lake Buena Vista, Florida 32830, has experienced an unforeseen change in business circumstances. These circumstances have negatively impacted WDPR's ability to continue operating its College and Professional Internship Programs in Orange and Osceola counties. As a result, WDPR has made the difficult decision to terminate these programs earlier than expected.

Both the Disney College Program (a five to seven month internship program for undergraduate students) and the Disney Professional Internship Program (a program for college students and recent college graduates) provide exceptional learning experiences for students and recent college graduates from all over the world. Unfortunately, because of unforeseeable circumstances, we had to end the College Program effective March 31, 2020 and released approximately 5,618 individuals from their employment with the Company. In addition, the Company will have to end approximately 365 Professional Internships on April 18, 2020. There are no applicable bumping rights.

The Company anticipates recruiting for the College and Professional Internship Programs in the future, at which time, the Company will invite those affected by the early termination of the programs to re-apply. Please direct any questions or concerns pertaining to this action to Jim Bowden, Vice President, Employee Relations, at 407-828-4260.

Sincerely,

WARN Notices Provided by Position

Disney College Program	
Job Title	Number of positions
Guest Relations H/H Intl Intern	23
Guest Relations H/H Intl Student	18
Guest Relations H/H Intl Trainee	20
WDWCP Attraction H/H	1158
WDWCP Attraction H/H KSR	36
WDWCP Boutique Hostess	23
WDWCP Character Attendant	156
WDWCP Character Performer CG	57
WDWCP Character Performer GG	31
WDWCP Character Performer MG	42
WDWCP Character Performer PG	22
WDWCP Children Activities H/H	17
WDWCP Convention Guide	4
WDWCP Cook 1	7
WDWCP Cook 1 Pastry/Bakery	3
WDWCP Cook 1 Signature Restaurant	5
WDWCP Cook 2	150
WDWCP Cook 2 Pastry/Bakery	34
WDWCP Costume H/H	384
WDWCP Food & Bev H/H	166
WDWCP Food Service QSR H/H	1339
WDWCP Food Service QSR Spec Bev H/H	12
WDWCP Friendship/Sassagoula H/H	13
WDWCP Gondola H/H	58
WDWCP Lifeguard Deep Water	33
WDWCP Lifeguard Shallow Water	159
WDWCP MONORAIL H/H	13
WDWCP Parking H/H	72
WDWCP Photopass Photographer	98
WDWCP Recreation H/H	11
WDWCP Resort Bell Services Dispatcher	43
WDWCP Resort Concierge H/H	109
WDWCP Resort Hospitality H/H	21
WDWCP Resort Houseperson	14
WDWCP Ride Service Associate (T)	15
WDWCP Sales H/H	1135
WDWCP Slide Operator	8
WDWCP Spa & Fitness H/H	6
WDWCP Vacation Planner	58
WDWCP WATERCRAFT H/H	13
WDWCP Attraction H/H	204
WDWCP Attraction H/H Trails	1
WDWCP Character Attendant	19
WDWCP Character Performer CG	3

Disney Professional Internship Program	
Job Title	Number of positions
Disney Professional Internship Program Intern	114
Prof Intern-A&FE	9
Prof Intern-Analytics	1
Prof Intern-Animal Behavior	2
Prof Intern-Animal Behavior & Technology	1
Prof Intern-Animal Behavioral Husbandry	1
Prof Intern-Animal Nutrition	4
Prof Intern-Aquaculture	2
Prof Intern-Aquatic Research	2
Prof Intern-Architecture	1
Prof Intern-Art Design	2
Prof Intern-ASE Cast Experience	1
Prof Intern-Assistive Technology	1
Prof Intern-Biotechnology	1
Prof Intern-Broadcast Production	1
Prof Intern-Business Tech Mech Engineering	2
Prof Intern-CAD Design	1
Prof Intern-Cast Activities	1
Prof Intern-Character Strategy	1
Prof Intern-Chemistry	3
Prof Intern-College/Intl Housing	4
Prof Intern-Communication	11
Prof Intern-Conservation Education	7
Prof Intern-Construction Mgmt	2
Prof Intern-Corp Citizenship	1
Prof Intern-Costume Design & Development	1
Prof Intern-Costumer	2
Prof Intern-Costuming Workroom	2
Prof Intern-Creative Design	1
Prof Intern-Creative Svcs	1
Prof Intern-Decision Science	4
Prof Intern-DI&P Housing Event	4
Prof Intern-Disney Traditions	2
Prof Intern-DU Leadership Development	1
Prof Intern-Education Presenter	29
Prof Intern-Endocrinology	1
Prof Intern-Engineering	24
Prof Intern-Engineering Svcs	6
Prof Intern-Ent Project Analyst	1
Prof Intern-Entertainment Tech	5
Prof Intern-Entomology	2
Prof Intern-Estimating	3
Prof Intern-Event Mgmt	2
Prof Intern-Exec Communications	1

WDWICP Character Performer GG	3
WDWICP Character Performer MG	6
WDWICP Character Performer PG	3
WDWICP Cook 2	3
WDWICP Costume H/H	31
WDWICP Food & Bev H/H	38
WDWICP Food Service QSR H/H	211
WDWICP Lifeguard Deep Water	5
WDWICP Lifeguard Shallow Water	28
WDWICP Recreation H/H	3
WDWICP Resort Concierge H/H	6
WDWICP Resort Hospitality H/H	1
WDWICP Sales H/H	203
WDWICP Vacation Planner	2

Prof Intern-Exercise Specialist	2
Prof Intern-External Communications	1
Prof Intern-FAM Projects	15
Prof Intern-Finance	2
Prof Intern-Graphic Design	3
Prof Intern-Graphic Fabrication	1
Prof Intern-Graphic Fabrication Design	1
Prof Intern-Guest Exp Svcs	11
Prof Intern-Guest Relations	27
Prof Intern-Health Svcs Programs Asst	1
Prof Intern-Horticulture	7
Prof Intern-Hotel & Resorts LOB	1
Prof Intern-IE Graphic Design	1
Prof Intern-IFP	2
Prof Intern-Industrial Engineering	14
Prof Intern-Interactive Software	1
Prof Intern-Interior Design	9
Prof Intern-Internal Communications	3
Prof Intern-Inventory Management	1
Prof Intern-Labor Relations	2
Prof Intern-Labor Systems	2
Prof Intern-Librarian	1
Prof Intern-Lighting Designer	1
Prof Intern-Marine Biology	2
Prof Intern-Marine Mammal	4
Prof Intern-Master Planning	1
Prof Intern-Master Planning GIS	1
Prof Intern-MK Project Support	1
Prof Intern-New Business Initiatives	1
Prof Intern-Operations Research Engrg	2
Prof Intern-Opns Training	1
Prof Intern-Ops Costume Development	1
Prof Intern-Park Event Operations	1
Prof Intern-Planning & Forecasting	2
Prof Intern-Plant Science	12
Prof Intern-Pricing & Integration	2
Prof Intern-Production Asst	1
Prof Intern-Production Design	3
Prof Intern-Programs Education	3
Prof Intern-Programs Housing	1
Prof Intern-Project Controls	1
Prof Intern-Project Controls Estimating	1
Prof Intern-Project Controls Planning	2
Prof Intern-Project Controls Specialist	1
Prof Intern-Project Coordinator	3
Prof Intern-Project Mgmt	9
Prof Intern-Project Support	2
Prof Intern-Public Relations	3
Prof Intern-Public Relations Latin Am	1

Prof Intern-Quality Opns System	2
Prof Intern-Ride & Show	8
Prof Intern-Ride Controls Engineering HW	1
Prof Intern-Ride Mechanical Engineering	1
Prof Intern-Safety	6
Prof Intern-Safety Svcs	6
Prof Intern-Safety Svcs-Communication	2
Prof Intern-Service Center	2
Prof Intern-Set Decoration	1
Prof Intern-Show Awareness	1
Prof Intern-Show Lighting Design	1
Prof Intern-Show Mechanical Engineering	2
Prof Intern-Show Software Engineering	1
Prof Intern-Show Writing & Story Development	1
Prof Intern-Social Influencer Comm	1
Prof Intern-Social Media	1
Prof Intern-Sports	1
Prof Intern-Technical Dir	1
Prof Intern-Textile Svcs	1
Prof Intern-Time & Attend	3
Prof Intern-Transportation Logistics & Analytics	1
Prof Intern-Veterinary Hospital	2
Prof Intern-Video Comm	1
Prof Intern-VIP Tour Guide - DSA	27
Prof Intern-Volunteer Svcs	1
Prof Intern-Wellness Specialist	1
Prof Intern-WM Analyst	5
Prof Intern-Workforce Metrics	1
Prof Intern-Writer	1
Prof Intern-WSA	3