



**SeaWorld.**

WARN # 20160262  
SDC  
EE: 60

December 6, 2016

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Center City Administration Building  
202 C Street, 11th Floor  
San Diego, CA 92101  
kfraijo@sandiego.gov

VIA CERTIFIED MAIL AND E-MAIL

Re: WARN Act Notice (California) – Sea World LLC

To Whom It May Concern:

This is to advise you of a “mass layoff,” as that term is defined under the California Worker Adjustment Retraining Notification Act, Labor Code §1400 *et. seq.* (“Cal WARN Act”). Sea World LLC (“SeaWorld”), which does business at 500 Sea World Drive, San Diego, California 92109, is providing this notice to comply with any obligations it may have under the Cal WARN Act.

SeaWorld and its parents and subsidiaries are restructuring the organization and, as a result, will be terminating approximately 60 employees, which meets the definition of a “mass layoff” under the Cal WARN Act. This action is expected to be permanent, and no bumping rights exist.

Employees will be notified of their termination on or about December 6, 2016. In lieu of providing 60 days’ notice under the California WARN Act, SeaWorld will be keeping employees on payroll for 60 days, paying the employees’ regular wages and maintaining full benefits through February 4, 2017.

SeaWorld does not have a collective bargaining agreement with any union. The following is a list of the job titles of employees that will be affected by the “mass layoff” at SeaWorld and the number of affected employees in each job classification:

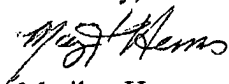
500 SeaWorld Dr.  
San Diego, CA. 92109

Received: 12/6/16

| Job Title                               | Number of Potentially Affected Employees |
|---|--|
| Community Relations Representative      | 1  |
| Account Executive                       | 1  |
| Manager, Promotions and Events          | 1  |
| Associate Manager, Promotions           | 1  |
| Assistant Supervisor, Plant Engineering | 1  |
| Supervisor, Plant Engineering           | 1  |
| Manager, Plant Engineering              | 1  |
| Supervisor, Park Operations             | 3  |
| Supervisor, Safety                      | 1  |
| Gardener                                | 3  |
| Inventory Control Coordinator           | 1  |
| Supervisor, Merchandise                 | 5  |
| Assistant Curator                       | 4  |
| Manager, Education                      | 1  |
| Assistant Supervisor, Education         | 3  |
| Reservationist                          | 1  |
| Assistant Supervisor, Entertainment     | 1  |
| Curator                                 | 2  |
| Supervisor, Aviculture                  | 1  |
| Painter I                               | 4  |
| Painter II                              | 1  |
| Aviculturist                            | 1  |
| Sr. Aviculturist                        | 1  |
| Sr. I Aviculturist                      | 3  |
| Supervisor, Zoological                  | 1  |
| Studio Recording Mixer/Engineer         | 2  |
| Guest Services Ambassador               | 1  |
| Sr. Trainer                             | 2  |
| Sr. Employee Services Rep.              | 1  |
| Supervisor, Animal Care                 | 2  |
| Supervisor, Entertainment               | 1  |
| Animal Care Specialist                  | 3  |
| Sr. Animal Care Specialist              | 1  |
| Sr. I Animal Care Specialist            | 1  |
| Supervisor, Education                   | 2  |

The information contained in this letter is based on the best information available to SeaWorld at this time. If you have any questions regarding this notice, please contact me at (619) 226-3802.

Sincerely,



Marilyn Hannes  
Park President, SeaWorld San Diego