

3-30-2020



March 27th, 2020

Via Facsimile, E-mail and Certified Mail

Steven K. Gustafson
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RE: WARN NOTICE – InterContinental Miami

To Whom it May Concern:

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (“WARN”), which requires employers to give official notice to certain government units or officials of a pending mass layoff.

Because of emergency efforts being imposed as a result of the COVID-19 outbreak and worldwide pandemic (as declared by the World Health Organization), we are writing to give you notice that there will be a mass layoff at the InterContinental Miami, 100 Chopin Plaza, Miami, FL 33131 (the “Hotel”). This action is a result of unforeseeable business circumstances, namely a dramatic reduction in room occupancy and business operations. Furthermore, as discussed, recent directives from federal, state, and local authorities, to close bars, restaurants, and other places of public gathering has made the continuation of business operations unfeasible.

Accordingly, certain employees will be laid off either temporarily or permanently, on April 3, 2020 or during a 14-day period starting on that date. Unfortunately, because of the sudden, dramatic, and unexpected nature of this unforeseen calamity, we are unable to provide employees with additional notice of these layoffs. While we do not expect this layoff to exceed 6 months, we are issuing this notice out of an abundance of caution, and due to the uncertainty at this time.

We anticipate that these plans, when finalized, will affect approximately 377 employees at the Hotel. Attached is a list of the job titles and number of employees currently holding positions that the Hotel anticipates will be affected by this lay off. There are bumping rights applicable to the employees being separated. Additionally, no unions represent the affected employees.

This is a difficult, but necessary decision that we are making to help ensure health and safety of our staff, guests, and their families. To the extent that the workforce reduction constitutes a covered event under the Worker Adjustment and Retraining Notification Act (WARN), or any similar state statute, this letter is intended to fulfill any requirements imposed under these provisions. By providing this information, however, the Company does not concede that any such provision applies or that notice is required.

This information is based on the best information currently available to us, but may change due to subsequent events beyond our control.

Should you have any questions, please contact me at 100 Chopin Plaza, Miami, FL 33131 or (305) 372-4467.

Sincerely,

A handwritten signature in blue ink, appearing to read "Glenn Sampert". The signature is fluid and cursive, with a large initial "G" and a long, sweeping underline.

Glenn Sampert
General Manager

Enclosure

InterContinental Miami Temporary Layoff

Position	Quantity
Administrative Assistant	6
Agent Front Desk	9
Agent Purchasing/Storeroom	2
Agent Reservations	2
Assistant Chief Engineer	2
Assistant Executive Steward	4
Assistant Mgr Banquet	4
Assistant Mgr Restaurant	2
Attendant F&B	15
Attendant Instant Svc Ctr	7
Attendant Room	46
Attendant Servibar	3
Attnd Laundry	13
Auditor Income	1
Baker	1
Bartender Banquet	2
Bartender Non Tipped	7
Bellperson	10
Captain Bell	4
Cashier	1
Cashier/Greeter	3
Chef Banquet	2
Chef Commis	26
Chef de Partie	13
Chef Exec Sous	2
Chef Executive	1
Chef Pastry	1
Chef Sous	3
Clerk Receiving	1
Concierge	2
Concierge Chief	1
Coordinator Group Reservations	2
Coordinator Housekeeping	2
Coordinator Human Resources	1
Coordinator IT	1
Coordinator Sales	3
Counterperson	4
Director Conference and Events	2
Doorperson	3
Executive Steward	1
Head Mgr Banquet	3
Head Mgr Restaurant	7
Houseperson	14

Houseperson Banquet	12
Management Trainee	6
Mgr Banquet Setup	1
Mgr Bar	2
Mgr Catering Sales	1
Mgr Conference and Events	4
Mgr Employment	1
Mgr Front Office	1
Mgr Housekeeping	4
Mgr IT	1
Mgr Quality	3
Mgr Safety & Security	1
Mgr Sales	2
Mgr Sr Sales	4
Officer Security	7
Rep Guest Relations	4
Rep Maintenance	8
Server Banquet	20
Server Bar Non Tipped	4
Server Restaurant Non Tipped	15
Server Room Svc Non Tipped	8
Specialist Accounting	3
Steward	16
Supv Accounting	1
Supv Front Desk	1
Supv Laundry	1
Supv Reservations	2
Supv Restaurant	1
Tradesperson/Engineer	1
Valet Presser	3
Total	377