

4-2-2020



3720 Croydon LLC.
3720 Collins Ave. Miami Beach FL 33140

March 31, 2020

VIA MAIL AND EMAIL

Attn: Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137
Via email: WARNnotices@deo.myflorida.com
Steven.Gustafson@DEO.MyFlorida.com

Dear Mr. Gustafson:

The current situation facing us, and the rest of the world, as a result of the COVID-19 pandemic is unprecedented. While we have been considered multiple options to avoid a disruption or other serious changes for our staff, the various closure orders, remain-in-place orders, travel restrictions, and mass gathering limitations which have been implemented in the past week (including dozens of restrictions, travel limitations, and related orders implemented in the past 24-72 hours alone), has left us with no choice. This letter is thus to inform you that as a result of unforeseen business circumstances resulting from the sudden and unprecedented effects of the coronavirus outbreak on our business, 3720 Croydon LLC. will conduct layoffs at its facility located at 3720 Collins Avenue, Miami Beach Florida 33139 ("the facility"). This is a total closure; all employees at the facility will be impacted.

At this time and based on the information currently available, the duration of this action is unknown, though we anticipate that layoffs will be temporary.

All employee layoffs in connection with this action occurred. Enclosed is a listing of the job titles of positions affected, and the number of affected employees in each job classification. Employees were separated in accordance with the enclosed schedule. All affected employees have been or will be notified of their separation dates and that their separation from employment is anticipated to be temporary.



The affected employees at this facility are not represented by a Union. There are no bumping rights for affected employees.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding coronavirus outbreak. The speed and vast reach of the coronavirus outbreak, as well as the declarations of a state of emergency and directives at the federal, state and local level (including but not limited to: recent applicable governmental closure directives, directives for individuals to remain in place, directives for individuals to avoid congregating, limit travel and to work remotely, and massive travel restrictions imposed in the last 72 hours) were unforeseeable and is causing, and will continue to cause, among other things, a drastic impact on the company's business, including but not limited to the closure of operations at the facility, travel restrictions, customer cancellations, and uncertain future such that the company does not have alternative work to offer to its affected employees. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.

We are providing this information out of an abundance of caution based on information currently available. You may contact me at the phone number listed below if you have questions or want additional information.

Sincerely,

A handwritten signature in cursive script that reads "Cristiane Barbosa".

Cristiane Barbosa
Human Resources Director
cristiane.barbosa@southbeachgroup.com
(305) 535-8284 Ext. 3028

Enclosure (list of job titles of positions to be affected, the number of affected employees in each job classification, and schedule of separations).



Attachment A

Job Titles	Number Impacted	Separation Date(s)
Bartender	6	Between March 16, 2020 and March 27, 2020
Bell Staff	1	Between March 16, 2020 and March 27, 2020
Food Runner	11	Between March 16, 2020 and March 27, 2020
Front Desk Agent	1	Between March 16, 2020 and March 27, 2020
Front Desk Supervisor	2	Between March 16, 2020 and March 27, 2020
Front Desk Manager	1	Between March 16, 2020 and March 27, 2020
Host	4	Between March 16, 2020 and March 27, 2020
Houseperson	5	Between March 16, 2020 and March 27, 2020
Housekeeping Manager	1	Between March 16, 2020 and March 27, 2020
Housekeeping Supervisor	2	Between March 16, 2020 and March 27, 2020
Kitchen Manager	1	Between March 16, 2020 and March 27, 2020
Laundry Attendant	2	Between March 16, 2020 and March 27, 2020
Line Cook	11	Between March 16, 2020 and March 27, 2020
Maintenance Staff	1	Between March 16, 2020 and March 27, 2020
Maintenance Supervisor	1	Between March 16, 2020 and March 27, 2020
Night Audit	2	Between March 16, 2020 and March 27, 2020
Prep Cook	2	Between March 16, 2020 and March 27, 2020
Restaurant Floor Manager	4	Between March 16, 2020 and March 27, 2020
Restaurant General Manager	1	Between March 16, 2020 and March 27, 2020
Room Attendant	15	Between March 16, 2020 and March 27, 2020
Server	24	Between March 16, 2020 and March 27, 2020
Sous Chef	1	Between March 16, 2020 and March 27, 2020
Steward	7	Between March 16, 2020 and March 27, 2020