



Steven K. Gustafson  
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Honorable Heather Carruthers, Mayor  
Monroe County, Florida  
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To Whom It May Concern:

I am writing on behalf of the Baker's Cay Resort (the "Hotel") located at 97000 Overseas Highway, Key Largo, FL 33037. As you know, the COVID-19 public health crisis continues to have a profound and sustained effect on the global economy and has created unprecedented challenges for the lodging industry, and the Hotel is no exception. Due to the crisis, Hotel employees have been impacted by layoffs or significant loss of hours.

At this time, we believe the layoff to be temporary, such that it would not trigger state or federal Worker Adjustment Retraining Notification Act (the "WARN Act") requirements. However, the duration of the current crisis, and its continued impact on our business, is unclear. Travel for both business and pleasure will take some time to rebound, so unfortunately it is impossible to predict with any certainty when we will be able to recall affected employees. Therefore, out of an abundance of caution, we are providing this notice to comply with any obligations we may have under the WARN Act. We are doing so as soon as was practicable given the continuing uncertainty of the duration of the COVID-19 crisis, which as you know is recognized as a global pandemic, natural disaster, physical calamity, and designated National Emergency.

Impacted employees are being notified, beginning May 7, 2020, that the duration of the layoffs may be extended beyond the time originally thought. The Hotel's employees are not represented by a union, and no bumping rights exist for employees.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification.

Please contact me at 3056027978 or gm@bakerscay.com if you have any questions.

Sincerely,

*Joy Michelle Boyd*

Joy Michelle Boyd  
General Manager

## **BAKER'S CAY**

97000 Overseas Highway, Key Largo, Florida 33037  
888 871 3437 | bakerscay.com

Job Title	Quantity
Assistant Director Of En	1
Assistant F&B Director	1
Banquet Captain	1
Banquet Server	4
Bar Supervisor	1
Bar Utility - Bar 2	2
Bartender	8
Bellstaff	4
Bus Staff - Outlet 1	4
Controller	1
Cook 2	10
Director of Food & Bever	1
Dishwasher	3
Engineer 1 - Mechanic	6
Engineer 4 - Painter	1
Events Concierge	1
Executive Chef	1
Executive Housekeeper	1
F&B Supervisor - Outlet	2
Food & Beverage Manager	1
Food Runner	1
Front Desk Agent	2
Front Desk Supervisor	2
Greeter/Cashier - Outlet	4
Housekeeping Supervisor	4
Houseperson	1
Kitchen Supervisor	2
Lobby Attendant	3
Lobby Bartender	1
Night Audit Supervisor	1
Outlet Server - Outlet 1	15
Pbx Operator	2
Prep Cook - Outlet 2	1
Recreation Pool Attendan	8
Recreation Supervisor	1
Revenue Management Analy	1
Room Attendant	8
Room Service Server	1
Sales Coordinator	2
Security/Loss Prev Offic	3
Sous Chef	2
Steward - Outlet 2	1