

August 4, 2020

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

Dear Mr. Gustafson:

This letter serves as an update to the April 16, 2020 notification that the Circa 39 Hotel (the "Hotel"), provided to you regarding the reduction of staffing levels at the business operations located at 3900 Collins Ave., Miami, Beach, FL 33140, due to unforeseen business circumstances caused by the COVID-19 pandemic and associated government mandated business closures and stay-at-home orders. The reductions began on or about March 26, 2020.

The initial government stay-at-home order, travel prohibitions, and closures of restaurants, hotels, and non-essential businesses began in March 2020 and were set to expire after a short period. Since that time, however, the government orders have been extended multiple times for reasons beyond our control. Furthermore, the extent and severity of the COVID-19 outbreak in Florida has increased significantly in recent weeks. Most of our operations will remain closed or significantly limited for an indefinite period of time for these reasons, which are beyond our control. Accordingly, we have had to reassess our initial understanding of the circumstances facing the Hotel given new and unforeseeable information about the severity and duration of the adverse effects of the COVID-19 pandemic on our business, which unfortunately, now appear will be longer and more substantial than was previously foreseeable.

As a result, effective June 30, 2020, some of the temporary layoffs that began on or about March 26, 2020, as well as some of the recalls that the Hotel conducted on or about May 8, 2020, became permanent employment separations. Approximately 43 employees were affected. Attached is a list of the job titles/classifications of the affected positions, and the number of affected employees in each job title/classification.

Bumping rights do not exist. There are no unions affiliated with the affected employees.

The length and extent of the adverse business circumstances resulting from the COVID-19 pandemic, and the fluid nature of its effects on our community, business, and industry, were not foreseeable when employees were placed on a temporary layoff.

This notice is based upon the best information currently available. Various factors may affect these plans. We will inform you of any significant changes.

To the extent the Hotel's actions in response to the COVID-19 emergency constitutes a plant closing or mass layoff for purposes of the federal Worker Adjustment and Retraining Notification (WARN) Act, this letter is intended to fulfill any requirements under the Act. By providing this information, however, the Circa 39 Hotel does not concede that the Act applies or that this notice is required.

Should you have any questions or need further information, please do not hesitate to contact me as employer representative through the following contact information:

Gina Losada
Human Resources Director
3900 Collins Ave, Miami, Beach, FL 33140
305-908-5404
glosada@thepalmshotel.com

Regards,



Gina Losada
Director of Human Resources

Count	Job Title
3	Bell Person
	Bell Person
	Bell Person
4	Line Cook
	Line Cook
3	Engineer
	Engineer
	Engineer
1	Executive Hk
2	Front Office Agent
	Front Office Agent
1	Front Office Supervisor
1	Hk Supervisor
1	Hotel Manager
3	Houseperson
	Houseperson
	Houseperson
	Line Cook
	Line Cook
2	Lobby Att.
	Lobby Att.
4	Lounge Bartender
	Lounge Bartender
	Lounge Bartender
	Lounge Bartender
1	Night Auditor
4	Rest. Server
	Rest. Server
	Rest. Server
	Rest. Server
1	Rest. Supervisor
1	Restauant Manager
9	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
2	Utility Steward
	Utility Steward