

September 30, 2020



By First Class Mail and EMAIL

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RE: W.A.R.N. NOTICE – Crowne Plaza Miami Airport

Dear Sir and Madame:

IHG Management (Maryland) LLC (“**IHG**” or the “**Company**”) has recently been advised that HPT TRS IHG-2, Inc. (“**SVC**” or “**Owner**”), the owner of Crowne Plaza Miami Airport located at 950 NW LeJeune Rd, Miami, FL 33126 (the “**Hotel**”) intends to terminate its management agreement with IHG effective November 30, 2020, and transition the Hotel to a new management company and employer. Due to unforeseen business circumstances resulting from Owner’s intent to terminate the Hotel management agreement and the major economic downturn stemming from the COVID-19 virus pandemic, permanent employment separations will begin at the Hotel on November 30, 2020. At this time, we believe the new manager/employer intends to offer employment to substantially all employees. Approximately fifty-five (55) employees will be permanently separated. There are no bumping rights in connection these separations.

Letters informing the employees of this transition were delivered by hand or First Class Mail. Notice was also provided to the appropriate government agencies.

The job titles of positions affected and the number of affected employees in each job classification are set forth in Attachment “A” hereto.

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. Notice has also been provided to the applicable government agencies.

If you have any questions or if we can provide any additional information, please do not hesitate to contact Maray Rodriguez at 305-446-9000 or via email maray.rodriguez@ihg.com.

Sincerely,



Maray Rodriguez
Director of Human Resources

Crowne Plaza Miami Airport - Attachment A

Business Title	Total Number
Engineers	5
Agent Front Desk	1
Bellperson/Drivers	4
Executive Housekeeper	1
Housekeeping Supervisors	2
Attendant Room	9
Houseperson	4
Attendant Public Area	2
Laundry Attendant	2
Line Cooks	3
Chef de Partie	1
Stewards	2
Bartenders	2
Server Restaurant	3
Director of Human Resources	1
Director Engineering	1
Guest Relations Manager	1
Front Desk Supervisors	4
Front Desk Mgmt Trainee	1
Dir Sales & Mktg	1
Senior Sales Manager	1
Reservations Supervisor	1
Director Rooms Division	1
Chef Executive	1
Director of Finance	1
Accounting Supervisor	1
Total	56