



EAU PALM BEACH
Resort & Spa

July 20, 2020

VIA U.S. MAIL AND ELECTRONIC MAIL

Steven Gustafson
State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison St
Tallahassee, FL 32399
WARNnotices@deo.myflorida.com

Keith Waters
Mayor
600 S. Ocean Blvd.
Manalapan, FL 33462
mayorwaters@manalapan.org

Gentlemen:

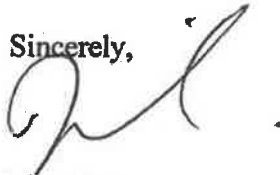
This letter is to advise you of the current environment related to the Covid-19 virus and its impact on our business. As a result of the unforeseeable business circumstances resulting from the sudden and unprecedented effects of Covid-19 pandemic and subsequently announced government ordered closures, travel restrictions, and phased reopening plans, the Eau Palm Beach Resort & Spa (the "Resort"), located at 100 South Ocean Blvd., Manalapan, FL 33462, temporarily laid off and/or furloughed and/or cut the hours of most of our workforce on March 25, 2020.

Initially, we were optimistic that once states began to reopen, travel would resume and our business levels would increase. We could not possibly have foreseen the duration and severity of the COVID-19 pandemic or its impact on our industry. Our sincere hope continues to be that these layoffs, furloughs and hours reductions are temporary for most everyone; however, given the continuing impacts of the pandemic, including the recent rise in cases in Florida, the pace of the phased reopening, and decreased travel in Florida, we are unable to say that they may not last more than six months for at least some portion of our employees.

We are providing you this notice that the layoffs, furloughs, and hours reductions which began on or about March 25, 2020 may continue beyond six months and/or could become permanent. This is a partial measure; not all employees at the Resort will be impacted. Enclosed is a listing of the job titles of positions to be affected, and the number of affected employees in each job classification. Employees will be separated in accordance with the enclosed schedule. The Resort's employees are not represented by a union and do not have bumping rights.

We are providing this information out of an abundance of caution based on information currently available. If you have questions or want additional information, please contact Tim Nardi, General Manager at 561-540-4827 or tim.nardi@eaupalmbeach.com or Stacy Pedersen, Director of Human Resources, at 561-540-4966 or stacy.pedersen@eaupalmbeach.com.

Sincerely,



Timothy M. Nardi
General Manager
Eau Palm Beach Resort & Spa

Enclosure: 1) List of job titles affected, number of employees in each job title, and anticipated separation date

Eau Palm Beach Resort & Spa
 Enclosure: Mr. Steve Gustafon
 Enclosure: Mr. Keith Waters

| Job Title | No. of Employees Impacted | Anticipated Separation Date |
|--|---------------------------|-----------------------------|
| Restaurant Chef | 1 | 9/25/2020 |
| Restaurant Manager | 2 | 9/25/2020 |
| AUDIO VISUAL TECHNICIAN | 2 | 9/25/2020 |
| BANQUET CAPTAIN | 5 | 9/25/2020 |
| Bartender | 5 | 9/25/2020 |
| BANQUETS ADMINISTRATIVE ASST | 1 | 9/25/2020 |
| Bellman | 6 | 9/25/2020 |
| BANQUETS CHEF | 1 | 9/25/2020 |
| Banquet Houseperson | 15 | 9/25/2020 |
| Banquet SUPERVISOR HOUSEPERSON | 3 | 9/25/2020 |
| CONCEIRGE | 5 | 9/25/2020 |
| CONFERENCE SERVICES CONCIERGE | 1 | 9/25/2020 |
| CONFERENCE SERVICES COORDINATOR | 1 | 9/25/2020 |
| CONFERENCE SERVICES MANAGER | 2 | 9/25/2020 |
| Employee Cafeteria | 2 | 9/25/2020 |
| EMPLOYEE PARKING Attendant | 1 | 9/25/2020 |
| ENGINEER | 15 | 9/25/2020 |
| FRONT DESK AGENT | 2 | 9/25/2020 |
| GARAGE CASHIER | 1 | 9/25/2020 |
| GARDE MANGER SUPERVISOR | 1 | 9/25/2020 |
| GIFT SHOP AGENT | 4 | 9/25/2020 |
| GUEST RELATIONS COORDINATOR | 2 | 9/25/2020 |
| HOUSEKEEPING INSPECTOR | 2 | 9/25/2020 |
| Housekeeper | 61 | 9/25/2020 |
| HOUSEKEEPING SUPERVISOR | 1 | 9/25/2020 |
| INCOME AUDITOR | 1 | 9/25/2020 |
| In Room Dining Server | 5 | 9/25/2020 |
| In Room Dining SUPERVISOR | 1 | 9/25/2020 |
| In Room Dining Telephone Service Agent | 2 | 9/25/2020 |
| LOSS PREVENTION OFFICER | 15 | 9/25/2020 |
| OUTDOOR DINING HOST | 3 | 9/25/2020 |
| PASTRY CULINARY SUPERVISOR | 1 | 9/25/2020 |
| POOL AND BEACH HOST | 3 | 9/25/2020 |
| PURCHASING MANAGER / BUYER | 1 | 9/25/2020 |
| RESERVATION AGENT | 3 | 9/25/2020 |
| RESORT SERVICES AGENT | 3 | 9/25/2020 |
| STORE ROOM ATTENDANT | 3 | 9/25/2020 |
| Restaurant Host | 8 | 9/25/2020 |
| Food and Beverage Server | 20 | 9/25/2020 |
| Culinary/Cook | 43 | 9/25/2020 |
| Steward | 6 | 9/25/2020 |
| Banquet Server | 20 | 9/25/2020 |
| Valet | 15 | 9/25/2020 |
| Total | 295 | |