



FOUR SEASONS
HOTEL AND PRIVATE RESIDENCES
THE SURF CLUB, SURFSIDE, FLORIDA

July 23, 2020

VIA CERTIFIED MAIL AND E-MAIL

Mayor Charles W. Burkett via email to mayor@townofsurfsidefl.com
Mayor, Town of Surfside
360 South County Road
P.O. Box 2029
Palm Beach, FL 33480

Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137

Re: WARN Notice for Four Seasons Hotels & Resorts

To Whom It May Concern:

On March 23, 2020, we sent a letter as notification on behalf of SC Hotel Property LLC (“Four Seasons Hotel & Private Residences at The Surf Club”), that due to the unforeseeable, unanticipated and substantial reduction in business levels resulting from the sudden and widespread impact of an infectious disease pandemic known as Coronavirus Disease 2019 (“COVID-19”), employees at Four Seasons Hotel & Private Residences at The Surf Club, located at 9011 Collins Avenue, Surfside, Florida, 33154, would be furloughed starting about March 23, 2020.

Please accept this letter as notification that due to the continued unforeseeable reduced business levels as a result of COVID-19, employees at the Four Seasons Hotel & Private Residences at The Surf Club will continue to be furloughed. The newly revised end date is expected to be November 1, 2020.

This Notice is provided to you in accordance with the Federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §2101 et. seq. (“WARN Act”). This notice is unfortunately provided less than 60 days before the effective date of the continued furlough. While the WARN Act ordinarily requires 60-days advance notice, due to the rapid spread of the pandemic COVID-19, compliance with such requirement was not possible as the furlough was the result of business

circumstances that were not reasonably foreseeable at the time that notice would have been required. Therefore, this notice is given as soon as practicable under the given circumstances.

A total of 89 individuals who are employed at Four Seasons Hotel & Private Residences at The Surf Club will continue to be furloughed. A list of the job titles of the employees who will be affected by the furlough, and the number of employees with each job title, is attached.

Four Seasons Hotel & Private Residences at The Surf Club intends this furlough to be temporary; however, given the unknown certainty surrounding COVID-19, it possible that this furlough could become permanent. Employees will not have the right to bump any other employees. No employee is covered by a collective bargaining agreement.

You may direct any further inquiries concerning this situation to Catalina Valbuena, Director of People & Culture at catalina.valbuena@fourseasons.com.

Sincerely,



Cornelia Samara
General Manager
SC Hotel Property LLC d/b/a
Four Seasons Hotel and Residences at The Surf Club

Job Title	Number of Employees in Position
Assistant Food & Beverage Outlet Manager	1
Assistant Spa Manager	1
Bar Assistant	1
Barista	2
Bartender	1
Butler	1
Chef de Partie	1
Club Manager	1
Cook	12
Spa/Health Club Receptionist	3
Employee Dining Attendant	1
Esthetician	3
Front Desk Receptionist	1
Guestroom Attendant	1
Host/ess	3
Housekeeping House Attendant	1
Private Bar Attendant	1
Public Relations Manager	1
Restaurant Manager	1
Retail Attendant	1
Room Service Order Taker	1
Runner	5
Sales Coordinator	1
Server	15
Server Assistant/Busperson	6
Spa Attendant	2
Spa Therapist	17
Turndown Attendant	4