



August 11, 2020

State of Florida Displaced Worker's Unit
Attn: Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137

RE: WARN Notice

Dear Steven Gustafson:

Beginning in March 2020, HMSHost began furloughing associates due to the unforeseen business circumstances related to the sudden and drastic decline in business related to effects of the coronavirus/COVID-19 natural disaster ("COVID-19"). To date, HMSHost continues to see an unprecedented decline in traffic in airports and on the motorways. The COVID-19 pandemic has devastated the travel and restaurant industries and, unfortunately, HMSHost sits at the crossroads of both. Never in the history of aviation and the hospitality industry, have we experienced such catastrophic customer traffic declines.

While it is our desire to see our airport and motorway traffic return and bring back all our valued associates, and while we reasonably believed this would be possible by summer, the unfortunate (and in March unforeseeable) reality is that it is going to take a significant period for our business to recover. Like many businesses in our industry, this reality requires HMSHost to make very difficult decisions, one of which is informing our associates at HMSHost Fort Lauderdale International Airport 100 Terminal Drive, Fort Lauderdale, FL 33315 who were furloughed on a temporary basis that their temporary furlough will be converted to a permanent layoff on October 15th, 2020 if they have not been recalled by October 15th, 2020.

Please find attached a list of job titles to be affected and the number of affected associates in each job title. Many of the associates are represented by:

Affected employees are represented by UNITEHERE! Local 355. Wendi Walsh is the chief elected official of the union. The union's address is 1525 NW 167 St, Suite 450 Miami, FL 33169.

Affected employees who are covered by a collective bargaining agreement may have bumping rights. Affected employees who are not covered by a collective bargaining agreement have no bumping rights.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any similar state or local laws. For further information or assistance, please contact Anna Suslova, HRBP at 954-240-9844.

Sincerely,
Anna Suslova, HRBP



Below, please see a list of impacted job titles and the number of associates in each job title that will be affected by the mass layoff:

JOB TITLE	NUMBER OF ASSOCIATES
Shift Supervisor	25
Accounting Specialist I	1
Assistant F&B Operations Mgr	6
Barista	46
Benefit Rate	106
Cook	55
Cook FF – Grill	3
Crew Members	168
F&B Multi-Operations Manager	3
F&B Operations Manager	9
Food Preparer	14
Lead	24
Starbucks Ops Manager	2
Maintenance	2
Utility	56
Restaurant Manager II	2
Storeroom Stock Clerk	11
Total Number	533