



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 Orlando International Airport, 1 Jeff Fuqua Blvd, Orlando, FL 32827 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. Associates do not have any bumping rights. No union represents any of the affected employees.

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 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	36
Accounting Specialist I	2
Admirals Club Floor Attendant	7
Assistant F&B Operations Mgr	2
Assistant Restaurant Manager	2
Benefit Rate	175
Bus	5
Cashier	18
Cook	100
Cook CD – Prep	1
Crew Members	271
F&B Multi-Operations Manager	3
F&B Operations Manager	18
Field HR Business Partner A	1
Field HR Generalist	1
Floor Captain	4
General Manager F&B Lounge Ops	1
Host/Hostess	23
Maintenance Engineer	3
Sr. Maintenance Mgr	1
Starbucks Asst Ops Mgr	1
Utility	93
Runner-No Driving	2
Runner-With Driving	12
Total Number	782