



August 7, 2020

Steve K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
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Tallahassee, FL 32399
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Sent via E-mail steven.gustafson@deo.myflorida.com
and Certified Mail

The Honorable Francis Suarez
Mayor, City of Miami
444 SW 2nd Avenue
Miami, Florida 33130
Sent via E-mail to fsuarez@miamigov.com and
Certified Mail

Re: WARN ACT Notification of Job Actions

Dear Mayor Suarez and Mr. Gustafson:

This letter is to inform you that, due to the unforeseeable and prolonged negative business circumstances and major economic downturn stemming from the novel coronavirus (COVID-19) pandemic and consequent travel and tourism disruptions outside of our control, Resorts World Omni LLC (the owner and manager of the Hilton Miami Downtown) is taking the job actions described on the attached schedule affecting employees who work at the Hilton Miami Downtown located at 1601 Biscayne Blvd., Miami, Florida 33132.

As shown in the schedule, we initially began furloughing employees on April 1, 2020, and previously believed that we would be able to return the affected employees to work shortly thereafter. While we continue to hope these furloughs will be temporary, in light of the current and unexpected circumstances, we are now unsure when we will be able to return the affected employees to work. Accordingly, and in an abundance of caution, effective August 7, 2020, we want to let you know that we have decided that we cannot predict a return date at this juncture and the furloughs now may, or may not, extend beyond six (6) months.

We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulty the Hilton Miami Downtown and our entire industry face in projecting future staffing needs under these unprecedented circumstances. We would have liked to give you more advance notice of these actions, but were unable to do so due to the rapidly evolving impact of the COVID-19 epidemic national disaster and national

Hilton Miami Downtown/Resorts World Omni
1601 Biscayne Blvd
Miami, FL, 33132



emergency. Moreover, the surge in recent COVID-19 cases in the State of Florida, the dramatic reduction in hotel occupancy rates across the board, and a virtual standstill with international and domestic travel have made it impossible to predict when full operations will be able to resume.

We are providing this notice because the Worker Adjustment and Retraining Notification Act, 29 USC § 2101 *et seq.* (1988) ("WARN Act") encourages employers to provide information even when a notice requirement does not exist. To the extent that our actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act and/or any applicable state law, this letter is intended to fulfill any and all such notice requirements.

All affected employees will be notified on the same date of this letter that their prior separation may become permanent, and will be provided with continuing temporary health care benefits at no cost to them through October 15, 2020.

If you have any questions or want additional information concerning this matter, please contact Olga Cruz, Director of Human Resources at 305-374-0000, extension 3351.

Sincerely,



Missy Lawrence
President



SCHEDULE OF JOB ACTIONS

Location Address: 1601 Biscayne Blvd., Miami, FL 33132

Temporary Furloughs:

The Company first made changes to employment at this hotel in response to the COVID-19 pandemic on or about April 1, 2020, at which time it was forced to implement temporary furloughs. The Company reasonably expected these furloughs to last less than six (6) months.

Positions Now Affected by Temporary Furloughs Possibly Lasting Longer Than Six Months:

The Company now believes the temporary furloughs of the employees listed on the attached schedule may last longer than six (6) months. Each of the affected employees and the job titles of the positions to be affected are attached. The Company is still hopeful that it may be able to return some of these employees to work sooner, but that is no longer the Company's best estimate based on the information available to us at this time.

Additional Information:

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this action.

None of the affected employees are represented by a duly certified bargaining agent.



SCHEDULE OF IMPACTED POSITIONS

| Job Title | Count |
|--------------------------|--------------|
| Administrative Assistant | 1 |
| Bar Back | 3 |
| Barista | 1 |
| Bartender | 2 |
| Bellman | 7 |
| Bellman - Overnight | 1 |
| Beverage Server | 3 |
| Bus Person | 7 |
| Captain - Banquet | 3 |
| Cashier - Room Service | 3 |
| Catering Coordinator | 1 |
| Concierge | 3 |
| Conference Concierge | 1 |
| Cook - Garde Mange | 1 |
| Cook - Pastry | 1 |
| Cook - Prep | 1 |
| Cook I | 13 |
| Cook II | 3 |
| Director Banquets | 1 |
| Electrician III | 1 |
| Engineer I | 2 |
| Engineer II | 3 |
| Engineer III | 2 |



SCHEDULE OF IMPACTED POSITIONS (cont)

| Job Title | Count |
|------------------------------|--------------|
| Exec Lounge Attendant | 2 |
| Floor Technician | 2 |
| Food Runner | 3 |
| Food Runner - Buffet | 2 |
| Front Desk Agent | 2 |
| Group Coordinator | 1 |
| Guest Room Att Trainer | 2 |
| Guest Room Attendant | 36 |
| House Person - Banquet | 4 |
| Houseman | 6 |
| Junior Sous Chef | 3 |
| Laundry Attendant | 11 |
| Laundry Runner | 1 |
| Manager, Convention Services | 2 |
| Manager, Guest Services | 1 |
| Manager, Sales | 3 |
| Office Coordinator | 1 |
| PBX Operator | 3 |
| Plumber III | 1 |
| Porter - Lead | 1 |
| Porter - Office | 4 |
| Public Area Cleaner | 4 |
| Purchasing Clerk I | 1 |



SCHEDULE OF IMPACTED POSITIONS (cont)

| | |
|-----------------------------|----|
| Restaurant Host | 1 |
| Sales Coordinator | 2 |
| Security Officer I | 4 |
| Security Officer II | 2 |
| Senior Catering Manager | 1 |
| Server | 6 |
| Server - Banquet | 8 |
| Server - Banquet OC | 27 |
| Server - Pool | 1 |
| Server - Room Service | 5 |
| Sr Supervisor Housekeeping | 1 |
| Steward - Kitchen Worker | 15 |
| Supervisor Banquet Houseman | 2 |
| Supervisor Food & Bev | 2 |
| Supervisor Front Desk | 2 |
| Supervisor Housekeeping | 4 |
| Supervisor Laundry | 1 |
| Supervisor Stewarding | 3 |
| Supervisor Storeroom | 1 |
| Tech III - HVAC | 1 |