



October 12, 2020

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E. Madison Street
Caldwell Building, MSC G-229
Tallahassee, FL 32399

Jerry L. Demings
Mayor of Orange County
201 S. Rosalind Avenue, 5th Floor
Orlando, FL 32801

Buddy Dyer
Mayor of Orlando
400 South Orange Avenue
Orlando, Florida 32801

Re: Notice of Job Actions

This letter is to inform you that, due to the unprecedented and ongoing impact of the novel coronavirus and related governmental actions, Hilton Hotel Employer LLC, ("Company") is taking the job actions described on the attached schedule affecting employees who work at Hilton Orlando Lake Buena Vista, 1751 Hotel Plaza Blvd, Lake Buena Vista, FL 32830.

We are taking these actions because of COVID-19 related business circumstances that were not reasonably foreseeable at the time notice would have been required. We did not and could not have foreseen how broadly and deeply the COVID-19 epidemic would spread and affect our business; nor did we foresee that "lockdown" orders, initially issued for short durations in certain specific cities, would spread throughout the country and be constantly and continually extended and/or changed, thus not merely interrupting commerce and travel for a short period, but now disrupting commerce and travel for the foreseeable future. Contrary to our expectations governmental orders continue to impose substantial limits on our operations at this location (such as social distancing guidelines, limits on large public gatherings, and capacity limitations). We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties Hilton and our entire industry face in projecting future staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these factors and the rapidly evolving impact of the novel coronavirus epidemic national disaster and national emergency. We are providing this notice as the Worker Adjustment and Retraining Notification Act, and any applicable state law, encourages employers to provide information even when a notice requirement does not exist. To the extent that the Hotel's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and any applicable state law, this letter is intended to fulfill any notice requirements.

Please let me know if you have any questions, or if I can be of further assistance to you during this time. I can be reached at 407-827-4000.

Sincerely,



James Grosso
General Manager

HILTON ORLANDO LAKE BUENA VISTA
Located in the WALT DISNEY WORLD® Resort
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SCHEDULE OF JOB ACTIONS
Location Address:
Hilton Orlando Lake Buena Vista
1751 Hotel Plaza Blvd.
Lake Buena Vista, FL 32830

As of October 12, 2020

Temporary Furloughs:

The Company first made changes to employment at this hotel in response to the COVID-19 pandemic on March 23, 2020, at which time it was forced to implement temporary furloughs. The Company reasonably expected these furloughs to last 6 months or less.

Positions Affected by Permanent Termination:

The Company is permanently terminating the employment of approximately 72 employees. The first permanent terminations of employment at this property in response to the COVID-19 pandemic will occur effective on October 25, 2020.

Additional Information:

The following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available broken down by location if multiple locations are involved.

Employees Whose Positions have been eliminated effective 10/25/20

Hilton Lake Buena Vista

1751 Hotel Plaza Blvd

Lake Buena Vista, FL 32830

Job Title	# of Emp	Termination Date
Asst Dir Human Resources	1	10/25/2020
Dir Food & Beverage	1	10/25/2020
Floor supv	2	10/25/2020
FT Agent Guest Service	1	10/25/2020
FT Attendant Cafeteria	2	10/25/2020
FT Attendant Room	12	10/25/2020
FT Attendant Towers F&B	2	10/25/2020
FT Baker	1	10/25/2020
FT Bartender 50000	1	10/25/2020
FT Bellperson	1	10/25/2020
FT Cashier Room Service	2	10/25/2020
FT Chef Restaurant	1	10/25/2020
FT Communications Operator	2	10/25/2020
FT Cook Culinary Specialist	2	10/25/2020
FT Cook Prep	4	10/25/2020
FT Cook Round	5	10/25/2020
FT Host/Hostess 47000	1	10/25/2020
FT Houseperson Housekeeping	3	10/25/2020
FT Marketing Coordinator	1	10/25/2020
FT Mechanic	1	10/25/2020
FT Mgr Front Desk	1	10/25/2020
FT Mgr Restaurant 47000	1	10/25/2020
FT Painter	1	10/25/2020
FT Pot Washer	1	10/25/2020
FT Runner Andiamo	1	10/25/2020
FT Sec I Events	1	10/25/2020
FT Sec II Events	1	10/25/2020
FT Server Banquet Food	3	10/25/2020
FT Server Food 47000	4	10/25/2020
FT Server Room Service Food	1	10/25/2020
FT Stewards	4	10/25/2020
FT Supervisor Housekeeping	2	10/25/2020
Mgr Facilities	1	10/25/2020
Mgr-Event Services	2	10/25/2020
Mgr-Marketing	1	10/25/2020
Sr Mgr Sales	1	10/25/2020