

October 13, 2020

VIA FEDERAL EXPRESS

Steven K. Gustafson

State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E Madison St
Caldwell Building, MSC G-229
Tallahassee, FL 32399

Hon. Ronnie L. Felder, Mayor

600 W. Blue Heron Boulevard
Riviera Beach, FL 33404

Palm Beach County Board of County Commissioners

Commissioner Hal R. Valeche, District 1
301 N. Olive Avenue
West Palm Beach, FL 33401

To whom it may concern:

In our letters of March 27, 2020 and August 10, 2020, attached for reference, we informed you that as a result of the unforeseeable and immediate dramatic downturn in business and occupancy directly caused by the COVID-19 pandemic, there would be a mass layoff at the **Hilton Singer Island Oceanfront/Palm Beaches Resort** hotel located at 3700 North Ocean Drive, Riviera Beach, Florida 33404 ("Hotel"). Further, we advised you that while we hoped the COVID-19 pandemic would end rapidly, that current health and economic conditions would change, and that we would be able to recall these employees as soon as possible, we didn't know how long the COVID-19 situation would last or its future effects upon the Hotel, and accordingly, we could not say if and when these employees would be recalled.

We have prepared this letter to update our August 10th letter to you, and to inform you that, unfortunately, we have determined that our business and occupancy levels are not projected to return to a sustainable level for the foreseeable future and the length and severity of the effects of the COVID-19 pandemic on our business will be greater than previously anticipated. As a result, we have had to reassess our initial understanding of the circumstances facing the Hotel. In our March 27th letter, we advised that approximately 88 employees were impacted by the workforce reduction at that time. Subsequently, in our August 10 letter, we advised that an additional 17 employees were laid off between April 1st and May 18th (bringing the total to 105) and that these layoffs were going to extend indefinitely (i.e., beyond 6 months) for 24 of the employees on layoff. Furthermore, we advised that 46 of the previously laid-off employees were being terminated effective September 18, 2020. Regrettably, effective November 17, 2020, the Hotel will be terminating the employment of 19 of the remaining employees who were previously laid-off.

Attached hereto is the currently anticipated schedule of employment terminations since our August 10th letter, including a list of the job titles to be affected. No bumping rights exist for the


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employees, as no employees are represented by a union. We were unable to provide this notice to you earlier because the length and severity of the impact of the COVID-19 natural disaster and/or physical calamity, as well as the changing business circumstances resulting from the dramatic downturn in hotel guests and patrons, was unforeseeable, and outside of our control.

If you have any questions, or if we can provide any additional information, please do not hesitate to contact:

Denise Reynolds, Regional Vice President of Human Resources
Crestline Hotels & Resorts
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Email: Denise.Reynolds@crestlinehotels.com

Very truly yours,
CRESTLINE HOTELS & RESORTS

By 

George Isaac
General Manager
Hilton Singer Island Oceanfront/Palm Beaches Resort

ATTACHMENT 1
Crestline Hotels & Resorts

As explained in the accompanying letter, this attachment includes the schedule of employment terminations since our August 10th letter, including a list of the job titles to be affected.

Employee Termination to Occur on or about November 17, 2020 (19 employees).

Hotel Name: Hilton Singer Island Oceanfront/Palm Beaches Resort

Employee Terminations:	No. of Employees Impacted by Position:
Banquet Server	11
Conv set up Crew (Banquets)	1
Cook	2
Rest 1 Server	4
Utility	1