



TO: Steven Gustafson, State Trade and Rapid Response Coordinator
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Mayor Buddy Dyer
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Orlando, FL 32801
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FROM: Paul Joseph, General Manager

DATE: November 10, 2020

VIA: Electronic Mail and U.S. Mail

SUBJECT: WARN Act Notice

I am writing on behalf of Hyatt Corporation (“Hyatt”) with respect to the Hyatt Regency Grand Cypress (the “Hotel”), at 1 Grand Cypress Blvd, Orlando, FL 32836. This is an amendment to the WARN notice previously sent to your Agency.

The COVID-19 pandemic initially prompted numerous restrictions on travel and group meetings that resulted in a drop in our business. As a business that caters to global travelers and hosts large events around the world, this pandemic impacts us immensely. Due to this crisis, employees at the Hotel have been impacted by temporary furloughs/layoffs, beginning on November 20, 2020.

We were hopeful that the restrictions and associated loss in revenue would be temporary. Since that time, it has recently become apparent that there will be longer-term revenue impacts as a result of the continued spread of the virus and recent surge of confirmed infections, extensions of various government mandates and “mass gathering” orders, cancellation of conferences and events, and the prolonged decline in domestic and international travel, all of which have resulted in the sudden and unexpected effective shutdown of much of our business.

While there are encouraging signs that our economy can begin to reopen in some areas, it has now become clear that the demand for travel, events, and hospitality services will take substantially longer to resume than previously anticipated. With likely on-going social distancing until a reliable COVID-19 vaccine or treatment becomes available, we cannot predict when our way of doing business will return to “normal.”

With such a significant reduction in our business in a rapidly evolving situation, we have to make painful choices that would have seemed unthinkable just a short time ago. The reality is we need to take further action to support the long-term operation of the company in a completely new operating environment.

We initially anticipated that employee furloughs/layoffs at the Hotel would be temporary. Due to the sudden, dramatic, and unforeseeable additional impact of this pandemic on our business that is outside of our control, unfortunately, we must now engage in some employee separations that are expected to be permanent. This is a partial closure; not all employees at the Hotel will be impacted.

The affected employees at the Hotel are not represented by any union and do not have any bumping rights

Enclosed is a listing of the job titles of the positions affected, the number of affected employees in each job classification, and the schedule of anticipated separations.

We regret that we were not able to provide advance notice of this action. Due to the impacts of COVID-19, we are providing this information at the earliest practicable time based on current business information.

Please contact me at 407-239-3990 or paul.joseph@hyatt.com if you have any questions about this notice.

A handwritten signature in black ink, appearing to read "Paul Joseph", written over a light blue horizontal line.

Paul Joseph
General Manager
Hyatt Regency Grand Cypress

Attachment A – Employees Affected by Permanent Separations

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	SEPARATION DATE(S)
Assistant Housekeeping Mgr	2	11.20.2020
Assistant F&B Manager	1	11.20.2020
Sous Chef	1	11.20.2020
Stewarding Manager	1	11.20.2020
Assistant Event Manager	2	11.20.2020
Event Planning Manager	1	11.20.2020
Event Services Manager	1	11.20.2020
Chief Engineer	1	11.20.2020
Productivity Manager	1	11.20.2020
Human Resources Manager	1	11.20.2020
Purchasing Director	1	11.20.2020
Sales Manager	3	11.20.2020
Front Office Host	1	11.20.2020
Front Office Lead	2	11.20.2020
Housekeeping-Houseperson	4	11.20.2020
Housekeeping Inspector	2	11.20.2020
Public Areas Attendant	1	11.20.2020
Room Attendant	9	11.20.2020
Turndown Attendant	4	11.20.2020
Housekeeping Supervisor	1	11.20.2020
Housekeeping Lead	2	11.20.2020
Housekeeping Coordinator	1	11.20.2020
		11.20.2020
Bell Attendant	4	

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	SEPARATION DATE(S)
Bell Stand Supervisor	1	11.20.2020
Reservationist	1	11.20.2020
Bartender	4	11.20.2020
Buffet Attendant	3	11.20.2020
Server Assistant	3	11.20.2020
Greeter	4	11.20.2020
Restaurant Server	5	11.20.2020
Cooks	11	11.20.2020
Culinary Lead	3	11.20.2020
Sushi Cook	1	11.20.2020
Steward	5	11.20.2020
Administrative Assistant	8	11.20.2020
Events- Houseperson	4	11.20.2020
Storeroom Attendant	1	11.20.2020
Event Concierge	1	11.20.2020
Bar Attendant	2	11.20.2020
Runner – Food and Beverage	2	11.20.2020
Beverage Server	2	11.20.2020
Recreation Attendant	3	11.20.2020
Accounting Clerk	1	11.20.2020
Purchasing Clerk	1	11.20.2020
Security Officer	2	11.20.2020
Security Lead	1	11.20.2020
General Maintenance Engineer	5	11.20.2020
Cafeteria Attendant	2	11.20.2020
Cafeteria Supervisor	1	11.20.2020