

TO: Steven Gustafson, State Trade and Rapid Response Coordinator
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Email: WARNnotices@deo.myflorida.com

FROM: Amir Blattner , General Manager

DATE: December 9th, 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 Miami (the “Hotel”), at 400 S.E. Second Avenue, Miami, FL 33131. 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, layoff or separation beginning on August 30, 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, extensions of various government-mandated “shelter-in-place” and “mass gathering” orders, cancellation of conferences and events, and significant decline in 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 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 plan for extended layoffs that may exceed 6 months. While our hope remains that some or all of these layoffs will be temporary and last less than 6 months, we must prepare for longer-term employment losses. 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 updated 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 305-358-1234 or amir.blattner@hyatt.com if you have any questions about this notice.

A handwritten signature in black ink, appearing to read 'Amir Blattner', with a stylized, flowing script.

Amir Blattner
General Manager
HYATT REGENCY MIAMI

Attachment A – Employees Affected by Permanent Separations

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	SEPARATION DATE(S)
Executive Chef	1	December 12 th , 2020