



HEARTLAND HOTEL

C O R P O R A T I O N

April 30, 2020

Mr. Steven Gustafson
State Trade & Rapid Response Coordinator
REACT Program
Florida Dept. of Economic Development
107 East Madison Street, MSC 229
Tallahassee, FL 32399

RE: WARN Notice – Islander Bayside Resort

Dear Mr. Gustafson:

Effective May 6, 2020, Heartland Hotel's Management Agreement for Islander Bayside Resort, located at 81450 Overseas Highway, Islamorada, Florida will end. Following the declaration of the coronavirus health emergency, the various closure orders, and the closure of the hotel on or about April 8, 2020, Heartland Hotel has been negotiating with the owners of the hotel to attempt to continue management of the hotel. The efforts have been unsuccessful. Because these negotiations have been ongoing and the health emergency has made it uncertain when the hotel will be open, we are now giving notice that we must permanently lay off all of our employees at the hotel effective May 6, 2020. The employees do not have a collective bargaining representative. There are no bumping rights.

The job titles and the number of employees in each job title are as follows:

<u>Job Title</u>	<u>Number of Employees</u>
Front desk associates	9
Maintenance	1

If you have any questions, please contact James Smith at telephone number 972-370-9802.

Sincerely,

Derick Rackham
President