



June 22, 2020

Via E-mail and Certified Mail

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State Trade and Rapid Response Coordinator
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Enid Weisman
Mayor
City of Aventura
19200 W Country Club Drive
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Re Announcement

Dear Mr. Gustafson and Mayor Weisman,

We are sending you this letter to keep you informed regarding the status of the JW Marriott Miami Turnberry Resort & Spa located at 19999 W Country Club Dr, Aventura, FL 33180. As you may be aware, from March 16 to April 1, 2020, in response to unforeseeable business circumstances--including the dramatic downturn in hotel occupancy, events/conventions business, and in-restaurant dining, as well as government-mandated closures, all caused by the coronavirus natural disaster--the Hotel placed approximately 572 employees at the JW Marriott Miami Turnberry Resort & Spa on temporary layoff.

At the time these temporary layoffs were announced, it was our hope and plan to return our employees to work as soon as business and occupancy increased, which we anticipated would happen in the weeks or months following the March/April layoffs. Unfortunately, while we have been able to recall 266 employees to date, restrictions on travel and tourism have continued much longer than anticipated (particularly here in Miami-Dade County), there have been continued, longer-than-anticipated prohibitions on large gatherings, and the hotel's occupancy has remained low, caused by the above and several other factors (e.g., the recent record-breaking spike in new COVID-19 cases in Florida, further negatively impacting tourist and group travel). Indeed, after recent

national media reporting on increased cases, this past week, there has been a rapid decline in leisure room night bookings and thousands of group and leisure rooms have been cancelled. As a result, we have concluded we will not be able to return employees to work as soon as we had hoped, and it is now likely that many of the temporary layoffs could extend beyond six months. While we are still hopeful the layoffs will be temporary, because recent unforeseeable events have made it probable the layoffs will last longer than six months, we have simultaneously herewith provided our 306 remaining laid-off employees with a separation notice, effective immediately.

Because of the above factors and the rapid pace and unanticipated way in which this situation has developed, the Hotel is providing as much notice as is possible, after becoming aware the temporary layoffs will likely last longer than six months. These layoffs are not subject to a job bumping system-- that is, employees are not able to displace more junior employees out of their job positions as a result of these temporary layoffs.

If you have any questions or want additional information concerning this matter, please contact Amie Spievack, Director of Human Resources at 786-279-6745.

Sincerely,



Amie Spievack
Director of Human Resources

Position	# of Employees Impacted	Date of Separation
A&G - Adm Assistant Count	1	4/1/2020
Acctg - AR Clerk Count	3	4/1/2020
Acctg - General Cashier Count	1	4/1/2020
Acctng - AP Clerk Count	1	4/1/2020
Asst Dir Event MgmtCSS Count	1	3/16/2020
Asst Dir Group Sales Count	1	4/1/2020
Asst Dir of Banquets Count	2	3/17/2020
Asst Director of Spa Count	1	3/20/2020
Asst General Manager Count	1	3/17/2020
Banquet Event Concierge Count	1	4/1/2020
Banquet Houseperson Super Count	2	4/1/2020
Banquets - Admin Support Count	1	4/1/2020
Banquets - Banquet HSPer Count	8	4/1/2020
Banquets - Banquet Mgr Count	1	3/17/2020
Banquets - Banquet Server Count	31	4/1/2020
Bev Serv - Banq Bartender Count	4	4/1/2020
Beverage Serv - Barback Count	1	4/1/2020
Beverage Serv - Bartender Count	1	4/1/2020
Dir of Lifestyle Sales Count	1	4/1/2020
Director Group Strategy Count	1	4/1/2020
Employee Cafe - Steward Count	1	4/1/2020
Employee Cafeteria Attend Count	3	4/1/2020
Employee Cafeteria Mgr Count	1	3/18/2020
Engineer I Count	7	4/1/2020
Engineer II Count	4	4/1/2020
Engineer III Count	5	4/1/2020
F&B Admin Support Count	1	4/1/2020
Food Prep - Cook I Count	12	4/1/2020
Food Prep - Cook II Count	11	4/1/2020
Food Prep - Cook III Count	4	4/1/2020
Food Prep - Pastry Chef Count	2	3/18/2020
Food Prep - Chef de Partie Count	3	4/1/2020
Food Preparation - Cake Artist Count	1	4/1/2020
Function Space Manager Count	1	3/16/2020
General Manager Count	1	4/1/2020
Glf Pr Shp - Retail Rec A Count	1	4/1/2020
Glf Pro Shp-ClerkCoord Count	4	4/1/2020
Golf Maint Asst Superintendent Count	1	3/18/2020
Golf Pro Shop-Manager Count	1	3/17/2020
Guest Services Coordinator Count	1	4/1/2020
Guest Services-Concierge Count	1	4/1/2020
Housekeeping Attendant Count	1	4/1/2020
Housekeeping- Hskg Mgr Count	2	3/19/2020 & 4/1/2020

Position	# of Employees Impacted	Date of Separation
Housekeeping - Asst. Hskg Mgr Count	1	3/19/2020
Housekeeping Supervisor Count	1	4/1/2020
Housekeeping-Linen Runner Count	3	4/1/2020
Housekeeping-Room Attend Count	12	4/1/2020
Hskpg- Night Attendant Count	2	4/1/2020
Hskpng-Turndown Attendant Count	2	4/1/2020
Human Resources Coordinator Count	3	4/1/2020
Human Resources Manager Count	1	4/1/2020
Income Auditor Count	1	4/1/2020
In-Room Dining Serv Count	5	4/1/2020
In-Room Dining Supervisor Count	1	4/1/2020
IRD-Order Taker Count	1	4/1/2020
IS - Systems Analyst Count	1	4/1/2020
Lifestyle Sales Manager Count	1	3/16/2020
Locker Room Attendant Count	3	4/1/2020
Marketing & Comm Manager Count	1	3/18/2020
Membership-Coordinator Count	2	4/1/2020
Mkting & Sales-Event Mgr Count	6	4/1/2020
Mkting&S-Event Coordinatr Count	2	4/1/2020
Mrkg & Sales - Adm Suport Count	5	4/1/2020
Mrkg & Sales - Sales Mgr Count	4	4/1/2020
Mrkg & Sales - Sales Mgr Count	2	3/16/2020
PBX Operator - Ovrnght Count	1	4/1/2020
POM - Overnight Engineer Count	2	4/1/2020
Pool Concierge Count	1	4/1/2020
Prop OpsMaint Eng Supv Count	1	4/1/2020
Purchasing - Buyer Count	1	4/1/2020
Purchasing Receiving Agent Count	1	4/1/2020
Purchasing-Storekeeper Count	2	4/1/2020
Purchasing-Supervisor Count	1	4/1/2020
Recreation - Supervisor Count	1	4/1/2020
Recreation Pool Attendant Count	3	4/1/2020
Reservations Coordinator Count	6	4/1/2020
Restaurants - Bus Attend Count	6	4/1/2020
Restaurants - Cashier Count	1	4/1/2020
Restaurants - Food Runner Count	2	4/1/2020
Restaurants - Manager Count	2	3/18/2020
Restaurants - Server Count	14	4/1/2020
Restaurants-Asst Manager Count	1	3/16/2020
Restaurants-Greeter Count	4	4/1/2020
Retail Sales Associate Count	3	4/1/2020
Sales - Catering Manager Count	2	3/16/2020 & 4/1/2020
SALES - Coordinator Count	1	4/1/2020

Position	# of Employees Impacted	Date of Separation
Security - Sec Officer Count	4	4/1/2020
Security Supervisor Count	1	4/1/2020
Security-Ovrnght Officer Count	3	4/1/2020
Sous Chef Count	2	3/18/2020
Sous Chef Count	1	3/19/2020
Spa - Concierge Count	2	4/1/2020
Spa Runner Count	4	4/1/2020
Spa Supervisor Count	1	4/1/2020
Sr Sous Chef Count	2	3/17/2020 & 3/19/2020
Stewarding - Steward Count	10	4/1/2020
Stewarding Driver Count	1	4/1/2020
Stewarding Supervisor Count	1	4/1/2020
Training & Engagement Manager Count	1	4/1/2020