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Orange County
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Buddy Dyer, Mayor
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Orlando, FL 32801
Email: buddy.dyer@orlando.gov

FROM: Edan Ballantine, General Manager

DATE: July 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 KPMG Lakehouse (the “Facility”), at 9301 Lake Nona Blvd, Orlando, FL, 32827.

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 Facility have been impacted by temporary furloughs, beginning on March 22nd 2020.

We were hopeful that the restrictions, loss in demand, and suspension of operations would be temporary. Since that time, it has recently become apparent that there will be longer-term 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 Facility 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 and some extended layoffs that may exceed 6 months. This is a partial closure; not all employees at the Facility will be impacted.

Enclosed is a listing, for each of the employment actions described above, of the job titles of positions to be affected, the number of affected employees in each job classification, and the anticipated schedule of the employment actions. The affected employees at the Facility are not represented by any union and do not have any bumping rights.

Please contact me at 314-640-5261 or Edan.ballantine@hyatt.com if you have any questions about this notice.



Edan Ballantine
General Manager
KPMG Lakehouse

Attachment A – Employees Affected by Permanent Separations

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	ANTICIPATED SEPARATION DATES
Administrative Assistant	1	July 10, 2020
Cook 1- Entry	2	July 10, 2020
Cook 2	3	July 10, 2020
Cook 4	1	July 10, 2020
Gnrl Maint Engineer A (Entry)	2	July 10, 2020
Gnrl Maint Engineer B	3	July 10, 2020
Host	4	July 10, 2020
Houseperson - Events	13	July 10, 2020
Houseperson - Housekeeping	3	July 10, 2020
Public Areas Attendant	4	July 10, 2020
Room Attendant	19	July 10, 2020
Server-Beverage	5	July 10, 2020
Server-Events	4	July 10, 2020
Server-Restaurant	17	July 10, 2020
Utility Engineer	1	July 10, 2020
Wardrobe Attendant	1	July 10, 2020

Attachment B –Employees Affected by Extended Layoffs

NAME	JOB TITLE
Administrative Assistant	1
Bartender	2
Cook 1- Entry	7
Cook 2	3
Cook 3	7
Event Concierge	1
Gnrl Maint Engineer A (Entry)	1
Gnrl Maint Engineer B	3
Host	4
Houseperson - Events	2
HR Coordinator	1
Room Attendant	11
Server-Beverage	5
Server-Events	2
Server-Restaurant	10
Steward	7
Storeroom Attendant	1
Utility Engineer	1