

Kimberly Sheppard
Customer Engagement Center - Miami
Director of Human Resources

8400 NW 36 Street, Suite 150 Doral, FL 33166
(305) 671-2660
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June 11, 2020

Francis Suarez
Mayor, City of Miami
Miami Riverside Center (MRC)
444 SW 2nd Ave
Miami, FL 33130
fsuarez@miamigov.com

Steven Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E. Madison Street
Caldwell Building, MSC G-229
Tallahassee, FL 32399-4137
warnnotices@deo.myflorida.com

Juan Carlos Bermudez
Mayor, City of Doral
Stephen P. Clark Center
8401 NW 53rd Terrace
Doral, FL 33166
JuanCarlos.Bermudez@cityofdoral.com

Re: WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that the Marriott International Customer Engagement Center located at 8400 NW 36 Street, Suite 150 Doral, FL 33166 has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 165 of the location's 280 employees.

These temporary actions began at the location on March 24, 2020 and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis ("COVID-19"), a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.



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These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.

This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Affected employees do not have bumping rights (that is, the right to claim another job at the company), and no union represents affected employees. Each affected employee has been notified of the specific temporary action applicable to them.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.

For further information, please contact me at 305-671-2660 or kimberly.sheppard@marriott.com.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Sheppard", written over a horizontal line.

Kimberly Sheppard
Director of Human Resources

Enclosure



Job Title	# of Affected Employees
ASSIST ASSOCIATE	6
CEC TRAINER	2
DIR, HUMAN RESOURCES	1
DIR, SALES OPERATIONS	1
DIR-PROPERTY SUPPORT SERVICE	1
EXECUTIVE SECRETARY	1
GENERAL MANAGER	1
GROUP HOUSING COORDINATOR	3
HUMAN RESOURCES GENERALIST	2
LOYALTY & CARE SERVCS ASSC V	28
LUXURY SERVICES ASSOCIATE V	3
MGR-CORE SERVICES	10
MGR-OPERATIONS	1
MGR-SPECIALTY SERVICES	1
QUALITY ASSURANCE EVALUATOR	3
RESORT SERVICES ASSOCIATE V	12
SALES&SERVICES ASSOCIATE V	82
SRELITE SERVICES ASSOCIATE	5
SUPERVISOR-GROUP HOUSING	1
WORKFORCE SPECIALIST	1
Grand Total	165