



August 4, 2020

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

Dear Mr. Gustafson:

This letter serves as an update to the April 16, 2020 notification that the Palms Hotel and Spa (the "Hotel"), provided to you regarding the reduction of staffing levels at the business operations located at 3025 Collins Ave., Miami, Beach, FL 33140, due to unforeseen business circumstances caused by the COVID-19 pandemic and associated government mandated business closures and stay-at-home orders. The reductions began on or about March 26, 2020.

The initial government stay-at-home order, travel prohibitions, and closures of restaurants, hotels, and non-essential businesses began in March 2020 and were set to expire after a short period. Since that time, however, the government orders have been extended multiple times for reasons beyond our control. Furthermore, the extent and severity of the COVID-19 outbreak in Florida has increased significantly in recent weeks. Most of our operations will remain closed or significantly limited for an indefinite period of time for these reasons, which are beyond our control. Accordingly, we have had to reassess our initial understanding of the circumstances facing the Hotel given new and unforeseeable information about the severity and duration of the adverse effects of the COVID-19 pandemic on our business, which unfortunately, now appear will be longer and more substantial than was previously foreseeable.

As a result, effective June 30, 2020, some of the temporary layoffs that began on or about March 26, 2020 became permanent employment separations. Approximately 105 employees were affected. Attached is a list of the job titles/classifications of the affected positions, and the number of affected employees in each job title/classification.

Bumping rights do not exist. There are no unions affiliated with the affected employees.

The length and extent of the adverse business circumstances resulting from the COVID-19 pandemic, and the fluid nature of its effects on our community, business, and industry, were not foreseeable when employees were placed on a temporary layoff.

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This notice is based upon the best information currently available. Various factors may affect these plans. We will inform you of any significant changes.

To the extent the Hotel's actions in response to the COVID-19 emergency constitutes a plant closing or mass layoff for purposes of the federal Worker Adjustment and Retraining Notification (WARN) Act, this letter is intended to fulfill any requirements under the Act. By providing this information, however, the Palms Hotel and Spa does not concede that the Act applies or that this notice is required.

Should you have any questions or need further information, please do not hesitate to contact me as employer representative through the following contact information:

Gina Losada
Human Resources Director
3025 Collins Ave., Miami, Beach, FL 33140
305-908-5404
glosada@thepalmshotel.com

Regards,



Gina Losada
Human Resources Director



Count	Job Title
1	Accounts Payable
1	Accounts Receivable
1	Banquet Captain
1	Banquet Server
1	Beach Server
2	Bell Person
	Bell Person
3	Bqt Set Up Person
	Bqt Set Up Person
	Bqt Set Up Person
2	Cafeteria Attendant
	Cafeteria Attendant
2	Chef de Cuisine
	Chef de Cuisine
1	Chief Engineer
1	Chief Steward
1	Concierge
1	Conference Services/banquet Manager
10	Cook
	Cook
	Cook
	Cook
	Cook
	Cook
	Cook
	Cook
	Cook
	Cook
	Cook
1	Executive Assistant
1	Executive Chef
2	F+b Admin. Assistant
3	Front Office Agent
	Front Office Agent
	Front Office Agent
2	Guest Experience Spv/Agent
	Guest Experience Spv/Agent
3	Hk Supervisor
	Hk Supervisor
	Hk Supervisor
1	Houseperson
1	Hr Manager
6	Laundry Attendant
	Laundry Attendant
	Laundry Attendant
	Laundry Attendant
	Laundry Attendant

	Laundry Attendant
3	Line Cook
	Line Cook
	Line Cook
1	Lobby Att.
1	Minibar Attendant
1	Pastry Chef
3	Pastry Cook
	Pastry Cook
	Pastry Cook
2	Pool & Beach Attendant
	Pool & Beach Attendant
1	Pool Manager
1	Pool Runner
1	Pool Supervisor
2	R.S. Cashier
	R.S. Cashier
2	R.S. Server
	R.S. Server
2	Receiving
	Receiving
2	Reserv. Agent
	Reserv. Agent
1	Rest Bus Person PM
2	Rest. Bus Person
	Rest. Bus Person
3	Rest. Host/ess
	Rest. Host/ess
	Rest. Host/ess
1	Rest. Manager
1	Revenue Manager
12	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
	Room Attendant
1	Sales Admin Asst
2	Spa Attendant
	Spa Attendant
2	Spa Front Desk

	Spa Front Desk
1	Spa Operations Manager
1	Towel Stand Attendant
3	Turn Down Att
	Turn Down Att
	Turn Down Att
5	Utility Steward
	Utility Steward
	Utility Steward
	Utility Steward
	Utility Steward