



July 2, 2020

Via Email and Certified First-Class Mail

REACT Program
107 E Madison St
Tallahassee, FL 32399
WARNnotices@deo.myflorida.com

Re: Announcement of Planned Action

Dear Sir or Madam:

I am writing on behalf of White Lodging Services Corporation ("White Lodging") to give you notice that, due to the unforeseeable, dramatic, and continued downturn in business and occupancy arising from the coronavirus (COVID-19) public health crisis and the severe travel restrictions that have been imposed along with the state-wide stay at home orders in several states that have also drastically affected operations, there will a mass lay-off due to the extension of temporary lay-offs ("furlough") at our Renaissance Plantation located at 1230 S Pine Island Rd Plantation, FL 33324.

In the interest of full disclosure, White Lodging terminated 2 employees on April 3, 2020, which did not trigger, nor did White Lodging reasonably foresee that it would need to conduct additional lay-offs that would trigger, state or federal WARN Act notice requirements.

On March 20, 2020, White Lodging notified employees that they would be temporarily furloughed for less than six months. At the time, White Lodging fully anticipated and expected to bring back these employees to work within six months. However, given the unprecedented length of the pandemic and continued downturn of the travel and hospitality industry, it is now reasonably foreseeable that these temporary actions may extend beyond six months. The extension of these furloughs beyond six months is the result of unforeseen business circumstances that were not reasonably foreseeable at the time that White Lodging initially furloughed these employees.

On July 2, 2020 all affected employees have been notified that their furlough will be extended more than six months. The planned lay-offs are being classified as temporary, and employees have been given a date by which White Lodging anticipates calling them back to active duty. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this reduction in force. The affected employees are not represented by a union.

WhiteLodging.com
701 East 83rd Avenue
Merrillville, Indiana 46410

P 219.472.2900 F 219.472.2475

If you have any questions or want additional information concerning this matter, please contact me directly at 219-472-2930.

Sincerely,



Michael Fischer
Chief Human Resources Officer

cc: REACT Program
107 E Madison St
Tallahassee, FL 32399
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The following is a list of the job positions and number of individuals who will be affected by the lay-off:

Title	Extended Furlough	50% Hour Reduction	Term	Total
Assistant General Manager			1	1
Banquet Captain	1			1
Banquet Houseperson II	1		1	2
Banquet Server	6			6
Banquet Supervisor II	1			1
Bartender PM - Bin 595	2			2
Concierge II	2			2
Cook II	1			1
Dishwasher/Kitchen Steward II	2			2
Event Manager II	1			1
Executive Chef	1			1
Executive Sous Chef			1	1
Front Office Manager	1			1
Front Office Supervisor	1			1
General Maintenance II	1			1
Guest Room Attendant I	5		2	7
Guest Room Attendant II	8			8
Guest Service Representative II	3			3
Host/Cashier - Bin 595			1	1
Housekeeping Aide	2		1	3
Housekeeping Supervisor	1			1
Houseperson II	1			1
Inspectress	1			1
Laundry Attendant II	3		1	4

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Line Cook	5			5
Maintenance Technician II	2	1		3
Phone Attendant II	2			2
Public Area Attendant	1		1	2
Restaurant Attendant - Bin 595	2			2
Restaurant General Manager - Bin 595			1	1
Restaurant Supervisor II - Bin 595	1			1
Room Service Server	2			2
Sales Administrator	1			1
Senior Accounting Manager		1		1
Senior Banquet Manager I	1			1
Senior Catering Sales Manager I	1			1
Senior Catering Sales Manager II	1			1
Senior Event Manager II		1		1
Server - Bin 595			2	2
SUPERVISOR KITCHEN	1			1

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