



June 2, 2020

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

Lenny Curry, Mayor
City Hall at St. James Building
117 W. Duval St. Suite 400
Jacksonville, FL 32202
mayorlennycurry@coj.net

Re: WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that Marriott International Inc., doing business as Sawgrass Marriott Golf Resort & Spa (the "location"), located at 1000 PGA Tour Blvd., Ponte Vedra Beach, FL 32082, has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 408 of the location's 421 employees.

These temporary actions began at the location on March 14, 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.

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 904-280-7071.

Sincerely,



Sabrina McCombs
Director of Human Resources

Enclosure

Sawgrass Marriott Golf Resort & Spa

Job Title	# of Affected Employees
ACCOUNTANT-GENERAL	5
ADMIN ASSISTANT-SALES	1
ADMIN ASST-ENGINEERING	1
ADMIN ASST-FOOD & BEVERAGE	1
ADMINISTRATIVE ASSISTANT-SR	1
AISLE ATTENDANT	2
ASST CHEF-SOUS NE	3
ASST DIR-FINANCE & ACCOUNTIN	1
ASST MGR-RESTAURANT NE	3
AT YOUR SERVICE AGENT	5
ATTD-GOURMET COFFEE-BARISTA	9
ATTENDANT-FOOD & BEVERAGE	3
ATTENDANT-LAUNDRY	8
ATTENDANT-SPA	6
BANQUET CAPTAIN	6
BANQUET CAPTAIN-SR	2
BANQUET HOUSEKEEPING AIDE	3
BAR ATTENDANT	2
BARTENDER	10
BEEKEEPER-LEAD	1
CAFETERIA ATTENDANT	2
CAPTAIN-BELLSTAND	3
CATERING ASSISTANT	2
CHIEF ENGINEER	1
CHIEF STEWARD	1
CLERK-ACCOUNTS RECEIVABLE	1
CLERK-STOREROOM	1
CONCIERGE	1
CONCIERGE - EVENTS	2
COOK I	16
COOK II	14
COOK III	1
COORD-GOLF SALES	1
DESTINATION SALES EXECUTIVE	1
DIR OF ENGINEERING	1
DIR OF EVENT MANAGEMENT	1
DIR OF MEMBERSHIPS	1
DIR-FINANCE & ACCOUNTING	1
DIR-FOOD & BEVERAGE	1
DIR-GROUP SALES	1
DIR-HUMAN RESOURCES	1
DIR-LOSS PREVENTION	1
DIR-RESTAURANTS	1
DIR-REVENUE MANAGEMENT	1

Job Title	# of Affected Employees
DIR-SALES & MARKETING	1
DIR-SERVICES	1
DIR-SHOPS	1
DIR-SPA	1
DISHWASHER/UTILITY-LEAD	1
ENGINEER II	1
ENGINEER-BUILDING III	3
ENGINEER-BUILDING IV	8
ESTHETICIAN	3
ESTHETICIAN-LEAD	1
EVENT MGR II BENEFIT RATE	1
EVENT SERVICES SUPERVISOR	2
EXECUTIVE ASSISTANT	1
EXECUTIVE CHEF	1
FRONT DESK MANAGER NE	1
FRONT OFFICE SUPERVISOR	4
GENERAL MANAGER	1
GENERALIST-HUMAN RESOURCES	2
GREETER-GUEST SERVICES	6
GROUPS COORDINATOR	2
GUEST ENVIRONMENT EXPERT	4
GUEST EVENT EXPERT	15
GUEST EXPERIENCE EXPERT	3
GUEST SERVICE REPRESENTATIVE	3
HOST/HOSTESS	3
HOUSEKEEPER	17
HOUSEKEEPER-PUBLIC AREA	5
HOUSEKEEPING AIDE	9
HOUSEKEEPING AIDE-BANQUET-LD	2
INSPECTOR-ROOMS	6
INSTRUCTOR-FITNESS	8
KITCHEN SUPERVISOR	2
LEAD COOK	1
LEAD GOURMET COFFEE ATTD	1
LIFE GUARD	1
LINEN ROOM ATTENDANT	1
LOSS PREVENTION OFFICER	8
LOSS PREVENTION SUPERVISOR	2
MAINTENANCE HOUSEKEEPER	1
MAINTENANCE-ROOMS-PREVENT	4
MASSAGE THERAPIST-LEAD	1
MGR-EVENTS	2
MGR-FRONT OFFICE	1
MGR-HOUSEKEEPING NE	1
MGR-HUMAN RESOURCES	1
MGR-PURCHASING NE	1

Job Title	# of Affected Employees
MGR-RECREATION	1
MGR-RESTAURANT	1
MGR-REVENUE MANAGEMNET 1	1
NAIL TECHNICIAN	3
RECREATION ATTENDANT	11
RECREATION SUPERVISOR	2
RESIDENT MANAGER	1
RESTAURANT SUPERVISOR	2
ROOMS CONTROLLER	2
SALES CLERK	3
SALES COORDINATOR	1
SERVER	41
SERVER-LEAD	1
SOUS CHEF	3
SPA CONCIERGE	6
SPA MASSAGE THERAPIST	14
SPECIALIST-EVENTS	1
SR CATERING SALES EXEC NE	1
SR SALES EXECUTIVE NE	4
SR SOUS CHEF	1
SR. BANQUET MANAGER	1
SR. EVENT MANAGER	2
STEWARD	9
STOREROOM SUPERVISOR	1
SUPERVISOR-ENGINEERING	1
SUPERVISOR-HOUSEKEEPING	1
SUPERVISOR-PASTRY/BAKERY	1
SUPERVISOR-RESERVATIONS	1
SUPERVISOR-SPA	1
VALET PARKER	12
VOYAGE-EVENT MGMT NE	1
VOYAGE-FOOD&BEVERAGE OPS NE	1
VOYAGE-ROOMS OPS NE	1
Grand Total	408