



SOHO HOUSE

November 4, 2020

**Via Certified Mail and Email**

Attn: Steven Gustafson  
State Trade and Rapid Response Coordinator  
REACT Program  
MSC 229  
107 E. Madison Street  
Tallahassee, FL 32399-4137  
WARNnotices@deo.myflorida.com

Mayor Dan Gelber  
1700 Convention Center Drive,  
Miami Beach, FL 33139  
DanGelber@miamibeachfl.gov

*Re: Employee Furloughs*

Dear Mr. Gustafson and Mayor Gelber:

I am writing on behalf of the Soho House Beach House, LLC (the "Company"), to give you notice that there will be continuing temporary furloughs of employees of the Company located at 4385, Collins Avenue, Miami Beach, FL 33140. The Company previously provided notice on March 20, 2020 that it was temporarily closing its operation and laying off employees. Additional employees were placed on furlough status on or around March 30, 2020. The Company expected that the furloughs would only last a few months, and most employees have return to work. Some employees returned to work and were subsequently re-furloughed on July 27, 2020. While the Company has reopened, 52 employees previously on a furlough status were informed on or around November 4, 2020 that they should anticipate that their furloughs will continue. The continued temporary furloughs are due to the unanticipated and continuing business impact from the spread of COVID-19.

Should any notice be required, it has been given as soon as possible given the unforeseen circumstances of a loss in business due to the unprecedented COVID-19 pandemic and the various orders and restrictions designed to slow the spread of the virus. Despite the relaxation of some restrictions and the belief that business would increase, the Company has discovered that business levels will unexpectedly continue to remain significantly below normal levels. Due to the unforeseen developments, the Company is compelled to make this decision with as much notice as possible under these unique business circumstances.

All affected employees have been notified on November 4, 2020 that their original furlough dates are being continued and that their furlough remains temporary. Attached is a list of the job positions and number of individuals whose furlough will continue. There are no bumping rights associated with the furloughs.

This notice is not intended to be, and should not be construed as, an admission that state or federal WARN Act notice is required by the Company or to any employee. All rights and defenses pursuant to the WARN Act and other laws are specifically reserved.

If you have further questions regarding this notice, please contact me at 786-507-7957 or [Clara.Sandigo@sohohouse.com](mailto:Clara.Sandigo@sohohouse.com) for more information.

Sincerely,

Clara Sandigo  
People and Development Manager  
4385 Collins Avenue  
Miami, Florida, 33140

Enclosure

WARN NOTICE - AFFECTED EMPLOYEES BY JOB TITLE

	<b>Job Title</b>	<b>Number of Affected Employees in Job Title</b>
1.	BARISTA	1
2.	BUSSER	5
3.	CAFETERIA ATTENDANT	2
4.	SPA ATTENDANT – COWSHED	2
5.	BARBER – COWSHED	1
6.	SPA MASSAGE THERAPIST	8
7.	EVENT SERVER	4
8.	LINE COOK 1	7
9.	LINE COOK 2	2
10.	PORTER	2
11.	ROOM SERVICE SERVER	1
12.	RUNNER	4
13.	SERVER	10
14.	STAFF ACCOUNTANT	1
15.	PREP COOK	2