



September 11, 2020

Via E-mail

Steven K Gustafson
State Trade & Rapid Response Coordinator
Department of Economic Opportunity
steven.gustafson@deo.myflorida.com

Dear Mr. Gustafson

On April 1, 2020, Sonesta International Hotels Corporation ("Company") provided a notice that the hotel located at Sonesta Fort Lauderdale Beach Hotel 999 N Fort Lauderdale Beach Blvd Fort Lauderdale, FL 33304 was either temporarily closing or that operations were being curtailed because of the COVID-19 pandemic. This letter is notice that the Company is making an update to the job action in relation to employees who work at the hotel job site. The hotel is not closing. Instead, 49 employees will continue to be laid off at this employment site for a period of longer than 6 months, effective as of November 10, 2020, which is 60 days from the date the Company notified the impacted employees. Please be advised that all impacted employees were initially placed on temporary layoff status and advised of the Company's expectations the layoff would last less than 6 months. Unfortunately, for the reasons specified below, the Company has concluded it will be unable to recall these employees within such period and, at this time, it is unable to accurately predict when such a recall will be possible.

To the extent that the Company's actions constitute a covered action for purposes of the federal WARN Act, and/or any applicable state law, this letter is intended to fulfill any notice requirements. As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The job titles of positions to be affected; the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

The Company is taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. The Company could not foresee how significantly and for how long a time the epidemic and related governmental lockdown orders, including orders regulating the reopening and operations of hotels, restaurants and bars, would affect the hotel's operations. We also did not foresee that a number of states would impose and keep in place travel restrictions on residents and non-residents. It was impossible to foresee that these events would gravely impact the hotel's business beyond a short period, but instead for the long term. The Company is notifying you of this change from the prior temporary to permanent



layoff as soon as it was practicable to do so, taking into account the great difficulties we face in projecting when the hotel will be in a position to reopen or, if already open, projecting staffing

needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action but were unable to do so due to these circumstances caused by the novel coronavirus epidemic national disaster and ongoing national emergency.

Should you wish further information, please contact Noreen Hiltz at 410-347-9745.

Sincerely,

A handwritten signature in black ink that reads 'Noreen Hiltz'. The signature is fluid and cursive, with a large, stylized 'H' at the end.

Noreen Hiltz
Director of Human Resources
Sonesta Fort Lauderdale Beach Hotel

Sonesta Ft Lauderdale Beach Hotel

Hourly	48
Accounting Clerk	1
Administrative Assistant	1
Banquet Bus Attendant	3
Banquet Captain	1
Banquet Server	11
Catering Sales Manager	1
Convention Services Manager	1
Cook II	4
Guest Service Agent	5
Human Resources Coordinator	1
In-Room Dining Server	2
Mechanic	2
Outlet Supervisor	1
Pool Attendant	1
Pool Server	1
Public Area Attendant	2
Sales Coordinator	1
Sales Manager I	3
Security Officer	1
Server	2
1	3
Salary	5
Banquet Manager	1
Executive Chef	1
Front Office Manager	1
Human Resources Director	1
Restaurant Manager-Outlet 101	1
Grand Total	53