

The Hyatt logo is displayed in white text on a black rectangular background. The word "HYATT" is written in a serif font, with a stylized underline that curves under the letters.

TO: Steven Gustafson, State Trade and Rapid Response Coordinator  
REACT Program, MSC 229  
107 E. Madison St.  
Tallahassee, FL 32399-4137  
[WARNnotices@deo.myflorida.com](mailto:WARNnotices@deo.myflorida.com)

FROM: Amy Johnson, General Manager

DATE: June 9<sup>th</sup>, 2020

VIA: Electronic Mail and U.S. Mail

SUBJECT: WARN Act Notice

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I am writing on behalf of Hyatt Corporation (“Hyatt”) with respect to THE CONFIDANTE (the “Hotel”), at 4041 Collins Avenue, Miami Beach, FL 33140.

The COVID-19 pandemic initially prompted numerous restrictions on travel and group meetings that resulted in a drop in our business. As a business that caters to global travelers and hosts large events around the world, this pandemic impacts us immensely. Due to this crisis, employees at the Hotel have been impacted by temporary furloughs, beginning on March 22, 2020.

We were hopeful that the restrictions and associated loss in revenue would be temporary. Since that time, it has recently become apparent that there will be longer-term revenue impacts as a result of the continued spread of the virus, extensions of various government-mandated “shelter-in-place” and “mass gathering” orders, cancellation of conferences and events, and significant decline in travel, all of which have resulted in the sudden and unexpected effective shutdown of much of our business.

While there are encouraging signs that our economy can begin to reopen in some areas, it has now become clear that the demand for travel, events, and hospitality services will take substantially longer to resume than previously anticipated. With likely on-going social distancing until a reliable COVID-19 vaccine or treatment becomes available, we cannot predict when our way of doing business will return to “normal.”

With such a significant reduction in our business in a rapidly evolving situation, we have to make painful choices that would have seemed unthinkable just a short time ago. The reality is we need to take further action to support the long-term operation of the company in a completely new operating environment.

We initially anticipated that employee furloughs at the Hotel would be temporary. Due to the sudden, dramatic, and unforeseeable additional impact of this pandemic on our business that is outside of our control, unfortunately, we must now engage in some employee separations that are



expected to be permanent and some conversions of furloughs to temporary layoffs without employment benefits. This is a partial closure; not all employees at the Hotel will be impacted.

Enclosed is a listing, for each of the employment actions described above, of the job titles of positions to be affected, the number of affected employees in each job classification, and the anticipated schedule of the employment actions. The affected employees at the Hotel are not represented by any union and do not have any bumping rights. We regret that we were not able to provide advance notice of this action. Due to the impacts of COVID-19, we are providing this information at the earliest practicable time based on current business information.

Please contact me at Amy Johnson or [amy.johnson@hyatt.com](mailto:amy.johnson@hyatt.com) if you have any questions about this notice.

Regards,

A handwritten signature in black ink, appearing to read 'Amy Johnson', is written over a light blue circular stamp.

Amy Johnson  
General Manager



**Attachment A – Employees Affected by Permanent Separations**

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	ANTICIPATED SEPARATION DATES
Bar Attendant	2	06/13/2020
Barista	1	06/13/2020
Bell Attendant	2	06/13/2020
Cook 1- Entry	1	06/13/2020
Cook 2	2	06/13/2020
Cook 3	1	06/13/2020
Corporate Management Trainee	1	06/13/2020
Event Concierge	3	06/13/2020
Event Planning Manager	1	06/13/2020
Greeter	1	06/13/2020
Host	5	06/13/2020
Housekeeping Supervisor	1	06/13/2020
Houseperson - Events	3	06/13/2020
Houseperson - Housekeeping	1	06/13/2020
Reservations/PBX Agent	2	06/13/2020
Room Attendant	8	06/13/2020
Server Assistant	2	06/13/2020
Server-Restaurant	4	06/13/2020
Server-Room Service	1	06/13/2020
Steward	2	06/13/2020
Stewarding Manager	1	06/13/2020
Turndown Attendant	2	06/13/2020



**Attachment B – Employees Affected by Conversions of Furloughs With Employment Benefits to Temporary Layoffs Without Employment Benefits**

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	ANTICIPATED DATE OF CONVERSION
Baker/Pastry Cook	1	06/13/2020
Bell Attendant	1	06/13/2020
Cafeteria Attendant	2	06/13/2020
Cook 1- Entry	1	06/13/2020
Cook 2	3	06/13/2020
Cook 3	1	06/13/2020
F&B Supervisor	1	06/13/2020
Host	2	06/13/2020
Housekeeping Coordinator	1	06/13/2020
Houseperson - Housekeeping	5	06/13/2020
Massage Therapist	4	06/13/2020
Night Audit Supervisor	1	06/13/2020
Purchasing Clerk	1	06/13/2020
Room Attendant	13	06/13/2020
Security Officer	1	06/13/2020
Server-Beverage	3	06/13/2020
Server-Restaurant	5	06/13/2020
Server-Room Service	1	06/13/2020
Steward	4	06/13/2020