



BOCA RATON RESORT & CLUB · BOCA BEACH CLUB
A WALDORF ASTORIA RESORT

December 14, 2020

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

Dear Mr. Gustafson:

In March of this year, Boca Raton Resort & Club communicated that it had furloughed approximately 995 employees due to the unforeseen circumstance related to COVID-19. By July 2020, it was clear these employees would be on furlough status longer than initially anticipated due to the COVID-19 pandemic. At that time, we advised you that these furloughed employees were to be considered permanent layoffs under the federal Worker Adjustment and Retraining Notification Act ("WARN Act").

We also reiterated our hope that business would improve and employees might be able to return to work. Therefore, instead of permanently laying off employees in July, the Resort allowed employees interested in being recalled to work to remain on furlough status. For each furloughed employee that elected and could pay the employee portion of their health insurance coverage, the Resort provided health insurance coverage.

Unfortunately, demand remains devastated and business is uncertain. Accordingly, we made the decision not to recall these employees anytime soon. Moreover, we do not believe it is fair to keep them on leave indefinitely. Effective February 6, 2021, we will end the employment of these furloughed employees and a small group of currently active landscaping employees. This change will encompass employees located at the Resort, Boca Beach Club, and Boca Country Club. We are providing severance pay to full-time and longer-term part-time employees -- even those who have found alternate employment.

This letter serves as notice that The Boca Raton, LLC, will permanently terminate the employment of the employees listed by job title on Exhibit A. No bumping rights exist. There are no affiliated unions. To the extent this action is a mass layoff, this letter is intended to fulfill any requirements

JOHN CARNS, *General Manager*



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under the WARN Act. By providing this information, The Boca Raton, LLC does not concede that the WARN Act applies or that this notice is required.

Please understand that the Resort's plans may be affected by various factors yet are based upon the best information available. We will inform you of any significant changes. Should you have any questions or require further information, please do not hesitate to contact me:

John Carns
General Manager
501 East Camino Real, Boca Raton, FL 33432
(561) 447-3781
john.carns@waldorfastoria.com

Best Regards,

John Carns
General Manager

JOHN CARNS, *General Manager*

501 EAST CAMINO REAL, BOCA RATON, FL 33432 Tel 561-447-3328 WALDORFASTORIA.COM

EXHIBIT A

The Boca Raton

501 East Camino Real, Boca Raton, FL 33432

Job Title		Number of Affected Employees	Job Title		Number of Affected Employees
HrlyOther	Aesthetician	5	Groundskeep1	Equipment Operator	5
GstSrvAgt2	Agent-Guest Service	5	GstSrvAgt1	Event Production Crew	8
GstSrvAgt2	Ambassador Front Office	1	Manager	Executive Sous Chef	1
Admin1	Asst Admin	10	FoodSrvAttn	Expeditor	7
Admin2	Asst Admin	2	Groundskeep2	Forperson	2
AsstDirector	Asst Dir Landscaping	1	Groundskeep1	Gardener	8
Manager	Asst Dir-Facilities/Projects	2	GstSrvAgt2	Greeter	4
Manager	Asst Dir-Sales	1	GstSrvAgt2	Guest Assistant	7
AsstMgr	Asst Mgr-Conv Setup	4	HrlyOther	Hair Stylist	6
AsstMgr	Asst Mgr-Restaurant	2	GstSrvAgt2	Host/Hostess	3
Manager	Asst Superintendent-Maint	1	HouseAttn2	Houseperson-Banquet	23
HrlySupvr1	Asst Superintendent-Maint	1	HouseAttn2	Houseperson-Housekeeping	4
GstSrvAgt1	Attendant Tennis Maint	1	Groundskeep2	Inspector	4
HouseAttn1	Attendant-Laundry	19	HrlyOther	Intern	1
HouseAttn1	Attendant-Meeting Room	2	Groundskeep1	Irrigator	1
GstSrvAgt1	Attendant-Pool	3	MainlEngr1	Maintenance-General Maint.	7
FoodSrvAttn	Attendant-Refreshment Center	7	HrlyOther	Massage Therapist	27
HouseAttn2	Attendant-Room	33	GstSrvAgt1	Massage Therapist	6
FoodSrvAttn	Attendant-Snack Bar	2	Groundskeep1	Mechanic	2
GstSrvAgt1	Attendant-Spa	4	Mechanic	Mechanic	3
HouseAttn2	Attendant-Turndown	5	Manager	Mgr Housekeeping	2
HouseAttn1	Attendant-Uniform Room	7	Manager	Mgr-Banquet	2
PastryChef	Baker	4	Manager	Mgr-Business Center	2
BevServer1	Banquet Bartender (7i Exempt)	11	Manager	Mgr-Catering	1
FoodSrvAttn	Barback	1	Manager	Mgr-Convention Service	4
FoodSrvAttn	Barback (7i Exempt)	4	HrlySupvr3	Mgr-Convention Service NE	1
BevServer1	Bartender	3	Manager	Mgr-Gift Shop	2
GstSrvAgt1	Bell Captain	5	Manager	Mgr-Guest Experience	1
GstSrvAgt1	Beliperson	18	Manager	Mgr-Human Resources I	1
HrlyOther	Business Center Staff	4	Manager	Mgr-Landscaping	1
HouseAttn2	Busperson	3	Manager	Mgr-Operations Special Events	1
HouseAttn1	Busperson	1	Manager	Mgr-Purchasing I	1
GstSrvAgt2	Butler	1	Manager	Mgr-Reservations	1
GstSrvAgtLd	Butler	1	Manager	Mgr-Restaurant	1
BqtCaptain	Captain Banquet (7i exempt)	12	Manager	Mgr-Stewarding	1
GstSrvAgt1	Captain Shuttle Boat	6	Manager	Mgr-Storeroom	1
FoodSrvAttn	Cashier-Food & Beverage	3	HrlyOther	Nail Technician	4
HrlyOther	Cashier-General	1	GstSrvAgt2	Order Taker	4
Manager	Chief Accountant	1	Painter	Painter	3
HrlyOther	Clerk-Accounting	1	GstSrvAgt1	Personal Concierge	2
HrlyOther	Clerk-Accounts Payable	3	GstSrvAgtLd	Portier-Room Service	2
HrlyOther	Clerk-Accounts Receivable	5	GstSrvAgt2	Receptionist/ Salon/ Spa/H/C	3
HrlyOther	Clerk-Payroll	1	Manager	Sales Manager	2
Admin3	Clerk-Receiving	1	GstSrvAgt1	Security Officer G&A	2
GstSrvAgt1	Clerk-Sales	4	Server1	Server Banquet Food (7i exempt)	80
GstSrvAgtLd	Clerk-Sales	2	FoodSrvAttn	Server Room Service	16
HouseAttn1	Clerk-Storeroom	6	Server1	Server-Beverage	2
GstSrvAgtLd	Concierge	3	Server1	Server-Food	19
HrlyOther	Controller-Cost	3	FoodSrvAttn	Server-Food	1
GstSrvAgt2	Controller-Rooms	6	Manager	Sous Chef	3
Cook1	Cook I	1	Manager	Spvr-Engineering Senior	1
Cook3	Cook V	1	AsstMgr	Spvr-Housekeeper	1
Cook2	Cook-Cook II	19	Manager	Sr Mgr Sales	1
Cook3	Cook-Cook III	14	HrlyOther	Storekeeper-Senior Storekeeper	1
PastryChef	Cook-Pastry Specialist	6	HrlySupvr1	Supervisor-Restaurant	1
Cook1	Cook-Prep	1	HrlySupvr1	Supervisor Spa	1
GstSrvAgtLd	Coordinator Administrative	5	HrlySupvr1	Supervisor-Accounting Working	1
GstSrvAgt1	Coordinator-Activities	9	HrlySupvr1	Supervisor-Banquet Houseperson	4
Admin1	Coordinator-Human Resources	1	HrlySupvr1	Supervisor-Gift Shop	5
Admin2	Coord-Sales	1	HrlySupvr1	Supervisor-Housekeeping	6
HrlyOther	Counselor-Youth Counselor	3	HrlySupvr3	Supervisor-Recreation	2
GstSrvAgt1	Counselor-Youth Counselor	1	GstSrvAgtLd	Supervisor-Security	1
Director	Dir Banquets	1	HrlySupvr1	Supv Steward	6
Manager	Dir-Revenue Management	1	GstSrvAgt2	Supv-Rooms Control	2
GstSrvAgtLd	Driver	9	HouseAttn2	Supv-Storeroom	1
GstSrvAgt1	Driver	2	HrlyOther	Technician-Technology Services	1
HrlyOther	Driver	3	HouseAttn2	Utility I	9
HrlyOther	Engineer	3	HouseAttn1	Utility I	10
			Mechanic	Vehicle Technician	2

EXHIBIT A**Boca Beach Club****900 S. Ocean Blvd, Boca Raton, FL 33432**

Job Title		Number of Affected Employees
Admin1	Asst Admin	2
AsstMgr	Asst Mgr Front Desk	1
AsstMgr	Asst Mgr-Restaurant	2
AsstMgr	Asst Mgr-Room Service	1
GstSrvAgt1	Attendant-Pool	3
FoodSrvAttn	Attendant-Refreshment Center	4
HouseAttn2	Attendant-Room	5
FoodSrvAttn	Attendant-Snack Bar	2
BevServer1	Bartender	5
GstSrvAgt1	Bellperson	3
GstSrvAgtLd	Concierge	3
Cook3	Cook V	1
Cook2	Cook-Cook II	2
Cook3	Cook-Cook III	1
FoodSrvAttn	Expeditor	3
GstSrvAgt2	Greeter	1
GstSrvAgt2	Host/Hostess	2
GstSrvAgtLd	Life Guard	1
MaintEngr1	Maintenance-General Maint.	2
Mechanic	Mechanic-HVAC	1
Manager	Mgr-Banquet	1
Manager	Mgr-Restaurant	2
GstSrvAgt1	Order Taker	5
Painter	Painter	4
FoodSrvAttn	Server Room Service	3
Server1	Server-Beverage	1
Server1	Server-Food	15
HrlySupvsr1	Supervisor - Restaurant	2
HrlySupvsr1	Supervisor-Banquet Houseperson	2
HrlySupvsr1	Supv Steward	1
HouseAttn2	Supv-Storeroom	1
HouseAttn1	Utility I	6

EXHIBIT A

Boca Country Club

17751 Boca Club Blvd, Boca Raton, FL 33487

Job Title		Number of Affected Employees
Admin1	Asst Admin	2
HouseAttn2	Attendant-Club Lounge	4
GstSrvAgt1	Attendant-Locker Room	2
FoodSrvAttn	Attendant-Snack Bar	2
BqtCaptain	Captain Banquet (7i exempt)	1
Cook3	Cook V	1
Cook2	Cook-Cook II	2
GstSrvAgtLd	Coordinator Administrative	1
Manager	Manager	1
Manager	Mgr-Catering	1
Server1	Server Banquet Food (7i exempt)	1
Server1	Server-Food	1
HouseAttn1	Utility I	2