



CASA MARINA

A WALDORF ASTORIA RESORT

October 12, 2020

Steven K. Gustafson
State Trade and Rapid Response Coordinator
107 E Madison Street
Tallahassee, FL 32399

Re: Notice of Job Actions

This letter is to inform you that, due to the unprecedented and ongoing impact of the novel coronavirus and related governmental actions, Waldorf Astoria Employer LLC ("Company") is taking the job actions described on the attached schedule-affecting employees who work at The Casa Marina Resort, 1500 Reynolds Street, Key West, Florida.

We are taking these actions because of COVID-19 related business circumstances that were not reasonably foreseeable at the time notice would have been required. We did not and could not have foreseen how broadly and deeply the COVID-19 epidemic would spread and affect our business; nor did we foresee that "lockdown" orders, initially issued for short durations in certain specific cities, would spread throughout the country and be constantly and continually extended and/or changed, thus not merely interrupting commerce and travel for a short period, but now disrupting commerce and travel for the foreseeable future. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties Hilton and our entire industry face in projecting future 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 factors and the rapidly evolving impact of the novel coronavirus epidemic national disaster and national emergency. We are providing this notice as the Worker Adjustment and Retraining Notification Act, and any applicable state law, encourages employers to provide information even when a notice requirement does not exist. To the extent that the Hotel's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and any applicable state law, this letter is intended to fulfill any notice requirements.

Sincerely,

John Provato
Managing Director

Enclosure (Schedule of Job Actions)

SCHEDULE OF JOB ACTIONS
The Casa Marina Resort
1500 Reynolds Street
Key West, Florida 33040
As of 10/12/2020

Temporary Furloughs:

The Company first made changes to employment at this hotel in response to the COVID-19 pandemic on March 19, 2020, at which time it was forced to implement temporary furloughs. The Company reasonably expected these furloughs to last 6 months or less.

Positions Affected by Permanent Termination:

The Company is permanently terminating the employment of approximately 8 employees. The first permanent terminations of employment at this property in response to the COVID-19 pandemic will be effective October 24, 2020.

Additional Information:

The following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and 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. This information is available broken down by location if multiple locations are involved.



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October 21, 2020

RE: Requested WARN Notification Additional Information

As a follow up to the letter provided on October 12, 2020, below please find the requested additional information.

There are no unions and there are no bumping rights.

The permanent termination of positions that are effective on 10/24/2020:

Position Title	Count
Asst Mgr- Restaurant	1
Dir-Leisure Sales	1
FT Asst Admin Sales	1
FT Asst-Admin Human Resources	1
FT Stewards	2
FT VIP Concierge	1
Mgr Pool & Beach Operations	1

Sincerely,

John Trovato
Managing Director