



The DIPLOMAT
BEACH RESORT

July 6, 2020

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

Subject: Diplomat Beach Resort – Notice of Furlough

Dear Government Official:

On or about March 17, 2020, the Hotel notified certain employees that they would be temporarily furloughed commencing on March 22, 2020 for a duration that was expected to be less than six months at that time. We are informing you that due to unexpected circumstances, the Hotel has determined that it is now reasonably foreseeable that the temporary furlough will likely continue for more than six months from when then began.

As you are no doubt aware, in light of the COVID-19 pandemic the government orders have severely restricted business activity in order to curb the spread and impact of the virus. The virus, as a whole, has had an unprecedented effect on travel and on the Hotel's business.

At the time the furloughs started, it was not reasonably foreseeable that the furloughs would last more than six months. Specifically, this extension of the furloughs to be likely longer than six months is caused by COVID-19-related business circumstances that had a sudden, unexpected and dramatic adverse impact upon the Hotel's business and were not reasonably foreseeable at the time of the original furloughs or as of the time that notice of our current determination would have been required. Government officials are, and have been, constantly changing and amending orders and regulations to curb the spread of the virus, and the Hotel is responding and adapting to these developments as much as reasonably and feasibly possible. We did not and could not could not have foreseen how broadly and deeply the COVID-19 pandemic 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 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. For example, contrary to our expectations, governmental orders continue to impose substantial limitations on our operations at this location including social distancing guidelines, limits on large public gatherings, and capacity limitations. This is also caused by a "natural disaster. . . or similar effects of nature". We would have liked to have given you



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more advance notice of this action but were unable to do so due to the factors described above and the rapidly evolving impact of the novel coronavirus pandemic.

These furloughs are affecting approximately 915 employees. 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, 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; and the name and address of the chief elected officer of each union.

We are providing this notice because the Worker Adjustment and Retraining Notification Act 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. The information contained in this letter is based on the best information available to the Hotel at this time.

For further information, please contact, Paul Gustely at 954-602-8745. Paul Gustely has been designated as the Hotel's representative for purposes of providing rapid response services to affected employees.

Sincerely,

A handwritten signature in black ink, appearing to read "Laurens Zieren". The signature is written in a cursive style with a large initial "L".

Laurens Zieren
General Manager

Job Title	# Employees Affected
Aesthétician	1
Agent-Guest Service	9
Agent-Reservation	4
Analyst	2
Analyst/Clerk Accounting	7
Analyst-Systems	2
Asst Admin	7
Asst Dir Catering & Events	1
Asst Dir Housekeeping Svcs	1
Asst Dir-Events	1
Asst Dir-Front Ofc Operations	1
Asst Executive Steward	1
Asst Mgr Food & Beverage	1
Asst Mgr-Restaurant	6
Attendant-Cafeteria	6
Attendant-Meeting Room	6
Attendant-Room	84
Attendant-Spa	2
Attendant-Turndown	5
Attendant-Uniform Room	5
Banquet Bartender (7i Exempt)	7
Barback	7
Bartender	27
Bell Captain	4
Bellperson	18
Buspersion	30
Captain Banquet (7i exempt)	10
Cashier-Food & Beverage	18
Chef Banquet	1
Chef D'Cuisine	4
Chef Gardemanger	1
Chef-Pastry	1
Chief Engineer	1
Clerk-Food Storeroom	5
Clerk-Lost & Found	1
Clerk-Office	1
Clerk-Sales	1
Communications Operator	9
Concierge	3
Controller-Food & Beverage	1
Cook 1	56
Cook-Cook II	30
Cook-Cook III	8
FT Coord Events	3
FT Coord Marketing	2
FT Coord-Catering	1

FT Coord Banquet	1
FT Coordinator IT	1
Coordinator-Activities	2
Coordinator-Human Resources	2
Coord-Sales	5
Dir Banquets	1
Dir Events & Catering	1
Dir Performance Analytics	1
Dir Spa	1
Dir-Front Office Operations	1
Dir-Marketing	1
Dir-National Sales	2
Dir-Public Relations	1
Dir-Purchasing	1
Dir-Revenue Management	1
Dir-Sales I	1
Dispatcher	2
Engineer 1	9
Engineer 2	10
Engineer 3	6
Executive Assistant	1
Executive Sous Chef	3
Executive Steward	1
Host/Hostess	8
Houseperson-Banquet	41
Houseperson-Housekeeping	19
Maintenance-General Maint.	1
Manager-VIP Services	1
Massage Therapist	20
Mgr Front Desk	4
Mgr Housekeeping	6
Mgr Human Resources II	1
Mgr MIS	1
Mgr Revenue II	1
Mgr-Accounting	1
Mgr-Banquet	3
Mgr-Cafeteria	1
Mgr-Catering	1
Mgr-Event	4
Mgr-Event Services	2
Mgr-Food & Beverage	1
Mgr-Leisure Sales	1
Mgr-Lounge	1
Mgr-Mis NE	1
Mgr-Operations Special Events	1
Mgr-Purchasing I	1
Mgr-Reservations	1

Mgr-Restaurant	3
Mgr-Stewarding	1
Mgr-Training	1
Nail Technician	2
Porter-Lobby	8
Pre Arrival Coordinator	3
Receptionist/Salon/Spa/HC	5
Runner-Buffer Food	3
Sales Manager	1
Seamstress	2
Security Officer G&A	16
Server Banquet Food (7i exempt	120
Server Room Service	9
Server-Beverage	2
Server-Food	55
Sorter-Linen	3
Sous Chef	7
Sr Mgr Events	5
Sr Mgr Sales	3
Sr Mgr-Catering	1
Stewards	57
Supervisor Spa	1
Supervisor-Banquet Houseperson	9
Supervisor-Communications	1
Supervisor-Cook	2
Supervisor-Front Desk	2
Supervisor-Maintenance	1
Supervisor-Security	2
Supv Front Office	1
Supv Steward	3
Supv-Inventory Control	1
Supv-Purchasing	2
Supv-Uniform	1

Total: 912