



FedEx – Delivery Confirmation Requested

August 5, 2020

Orlando Mayor Buddy Dyer
City Hall
400 South Orange Avenue
Orlando, Florida 32801

Orange County Mayor Jerry L. Demings
201 S. Rosalind Avenue, 5th floor
Orlando, Florida 32801

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

*Re: DoubleTree by Hilton Orlando at SeaWorld Hotel 10100 International Drive, Orlando, FL 32821
Name ("Hotel") – WARN Notice Update*

Dear Mayor Jerry Demings,

Pursuant to the Worker Adjustment and Retraining Notification Act, we write to provide notice regarding The DoubleTree by Hilton Orlando at SeaWorld ("Hotel"), located at 10100 International Drive, Orlando, FL 32821. Due to the unforeseeable COVID-19 outbreak and declared national and local emergencies, as well as business closure and travel restriction orders, Crescent Hotels & Resorts, LLC ("Crescent") decided to temporarily reduce operations at the Hotel and temporarily furlough a significant number of Hotel employees. We previously provided each affected associate with notice of his/her furloughs, but due to continued state government closures, and the changing effects of the pandemic upon our business, we have had to reassess our initial understanding of the circumstances facing the Hotel. Unfortunately, we now reasonably anticipate that many of these furloughs will last at least (6) months. Additionally, certain employees now are being permanently laid off and separated from employment. However, there are no current plans to close the entire Hotel. We were unable to provide this notice to you earlier because the extent of the government's COVID-19 related directives, as well as the impacts of the pandemic upon our business and its future projections, were not reasonably foreseeable previously.

The first related furloughs began on March 23, 2020. The permanent layoffs and separations are occurring on July 25, 2020. The job titles of positions affected by extended temporary furloughs and permanent layoffs, and the number of affected employees in each job classification, is enclosed. Bumping rights do not exist for unrepresented employees.

If you have questions or would like additional information, please contact SVP of Human Resources, Laura Warner at 703.563.4931 or laura.warner@crescenthotels.com.

Sincerely,

A handwritten signature in black ink that reads "Laura Warner". The signature is written in a cursive, flowing style.

Laura Warner
SVP of Human Resources
Crescent Hotels & Resorts, LLC

Enclosure

Exhibit A

List of Affected Employees

1) Furloughs now reasonably anticipated to extend past 6 months:

Number of Employees	Job Title
1	Assistant Director of Revenue Management
1	Assistant Banquet Manager
1	Bartender

2) Anticipated Permanent Layoffs/Employment Separations

Number of Employees	Job Title	Anticipated Permanent Layoff Date
1	Asst Controller	10/03/2020
1	Catering Manager	10/03/2020
1	Engineering Supervisor	10/03/2020
2	Engineers	10/03/2020
1	Painter	10/03/2020
1	HVAC mechanic	10/03/2020
7	Front Desk Agents	10/03/2020
1	Housekeeping Manager	10/03/2020
2	Housekeeping Coordinators	10/03/2020
6	Housekeeping Room Attendants	10/03/2020
2	Lobby Attendants	10/03/2020
1	Laundry attendant	10/03/2020
4	Housekeeping Houseman	10/03/2020
1	Pool Attendant	10/03/2020
4	Cooks	10/03/2020
2	Stewards /Dishwashers	10/03/2020
1	Stewarding Supervisor	10/03/2020
1	Host	10/03/2020
2	AM Servers	10/03/2020
2	PM servers	10/03/2020
1	Director of Banquets	10/03/2020
2	Banquet Set Up Supervisors	10/03/2020
2	Banquet Housemen	10/03/2020
3	Deli cashiers	10/03/2020
2	Bartenders	10/03/2020