

W South Beach
2201 Collins Avenue
Miami Beach, FL 33139
whotels.com/southbeach
305 938 3000

June 10, 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
warnnotices@deo.myflorida.com

Dan Gelber
Mayor, City of Miami Beach
1700 Convention Center Drive
Miami Beach, FL 33139
DanGelber@miamibeachfl.gov

Re: WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that Starwood Hotels & Resorts Worldwide, LLC., doing business as W South Beach (the "location"), located at 2201 Collins Ave, Miami Beach, FL 33139, is instituting temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 385 of the location's 385 employees.

The location initially implemented these temporary actions on March 21, 2020. These temporary actions, which were expected to last less than six months, were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis ("COVID-19"), a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

For eight weeks, specifically, from April 25, 2020 to June 19, 2020, the location's employees were paid their full salary for exempt employees, 40 hours per week for full-time non-exempt employees, and regularly scheduled hours for part-time non-exempt employees. When this pay began, employees were notified that, after the eight weeks, it was possible that they would be affected by a subsequent temporary action.

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Current business conditions make it necessary to again institute temporary actions. The government COVID-19 directives referenced above were repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend for six months or longer.

Affected employees will again be placed on a temporary action effective June 20, 2020. Each employee has been notified of the temporary action applicable to them. This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Affected employees do not have bumping rights (that is, the right to claim another job at the company), and no union represents affected employees. Each affected employee has been notified of the specific temporary action applicable to them.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.

For further information, please contact me at 305-938-3083.

Sincerely,



Alexandra Ain
Director of Human Resources

Enclosure

W SOUTH BEACH

Job Title	# of Affected Employees
ACCOUNTANT-GENERAL	2
ADMIN ASSISTANT	5
ADMINISTRATOR-PAYROLL	1
AGENT-AT YOUR SERVICE	6
ANALYST-SALES REPORTING	1
ASSISTANT-RESERVATIONS	1
ASST DIR OF HUMAN RESOURCES	1
ASST DIR SERVICES	1
ASST DIR-FINANCE & ACCOUNTIN	1
ASSTMGR-FRONT OFFICE	1
AT YOUR SERVICE MANAGER	1
ATTENDANT-BELLSTAND	6
ATTENDANT-DOOR	6
ATTENDANT-GENERAL CLEAN	17
ATTENDANT-HONOR BAR	5
ATTENDANT-LAUNDRY	3
ATTENDANT-LINEN ROOM	2
ATTENDANT-SHIPPING & RECEIVIN	2
ATTENDANT-SPA	2
ATTENDANT-TURNDOWN	16
BARTENDER	2
CAPTAIN	1
CLERK-ACCOUNTING	1
CLERK-RESERVATIONS	2
CLERK-STOREROOM	1
CONCIERGE	9
CONCIERGE-SPA	1
CONTROLLER-ROOMS	2
COORD-GROUP ACCOUNTS	1
COORD-GUEST SERVICES	3
COORD-HUMAN RESOURCES	1
COORDINATOR-ADMIN	1
DIR - GUEST RELATIONS	1
DIR OF EVENT PLNG	1
DIR-CATERING SALES	1
DIRECTOR ENGINEERING	1
DIRECTOR OF RESIDENCES	1
DIR-EVENT OPERATIONS	1
DIR-FINANCE & ACCOUNTING	1
DIR-FRONT OFFICE	1
DIR-GUEST SERVICES	1
DIR-HUMAN RESOURCES	1
DIR-LOSS PREVENTION	1
DIR-REVENUE MANAGEMENT	1

Job Title	# of Affected Employees
DIR-SALES	2
DIR-SERVICES	1
DIR-SPA	1
ENGINEER I	1
ENGINEER III	3
ENGINEER IV	4
ESTHETICIAN	2
ESTHETICIAN-LEAD	1
GENERAL MANAGER	1
GUEST SERVICE REPRESENTATIVE	8
HOTEL MANAGER	1
HOUSEKEEPER	78
HOUSEKEEPER-PUBLIC AREA	16
HOUSEKEEPING AIDE-BANQUETS	8
MAINTENANCE-HELPER	4
MASSAGE THERAPIST-LEAD	1
MGR-CATERING SALES II NE	1
MGR-ENGINEERING	2
MGR-EVENTS	1
MGR-FRONT DESK	2
MGR-GUEST SERVICES	1
MGR-HOUSEKEEPING NE	2
MGR-LOSS PREVENTION	2
MGR-MARKETING W HOTELS	1
MGR-SALES II NE	2
OFFICER-LOSS PREVENTION	16
OPERATOR-ROOM SERVICE	3
PAINTER	3
RESERVATION SALES MANAGER	1
RESIDENCES ASST MANAGER	1
RESIDENCES MANAGER	1
RESIDENCES-LIAISON	1
ROOM SERVICE MANAGER	1
RUNNER-AT YOUR SERVICE	7
SALES COORDINATOR	4
SEAMSTRESS	2
SERVER	13
SERVER-BANQUETS	26
SHAMPOOER	1
SPA MASSAGE THERAPIST	7
SPECIALIST-EVENTS	1
SR ASST DIR-FINANCE & ACCT	1
SR EVENT MANAGER	1
SRMGR-SALES NE	4
SUPERVISOR-AT YOUR SERVICE	3
SUPERVISOR-FOOD & BEVERAGE	3

Job Title	# of Affected Employees
SUPERVISOR-FRONT DESK	1
SUPERVISOR-HOUSEKEEPING	11
SUPERVISOR-LOSS PREVENTION	4
SUPERVISOR-MAINTENANCE	1
SUPERVISOR-SPA	2
TECHNICIAN-NAIL	1
TRAINEE-ROOMS J1 VISA	2
Grand Total	385