

Hilton Hartford
315 Trumbull St
Hartford, CT 06103

BY FIRST CLASS MAIL

Date: July 9, 2020

Susan Fracasso
Rapid Response Coordinator
Connecticut Department of Labor
Dislocated Worker/Rapid Response Team
200 Folly Brook Boulevard
Wethersfield, CT 06109

RECEIVED
DEPT. OF LABOR

JUL 13 2020

RAPID RESPONSE UNIT

Dear Ms. Fracasso:

This is to provide notice that due to unforeseeable business circumstances resulting from the COVID-19 pandemic, a natural disaster, the temporary, short term layoffs and hours reductions of more than 50% for certain employees previously announced and implemented by 315 Trumbull Street Associates, LLC ("315 Trumbull Street") beginning on March 17, 2020 at the Hilton Hartford Hotel, located at 315 Trumbull Street, Hartford, Connecticut (the "Hotel") will continue beyond six months. In addition, 315 Trumbull Street provides notice that it may ultimately be forced to close the Hotel due to unforeseeable business circumstances resulting from the COVID-19 pandemic.

It is unknown at the present time whether the layoffs or reductions in hours will ultimately be temporary or permanent, but such actions are expected to continue beyond six months.

Certain affected employees are represented by UNITE HERE Local 217 ("Union"). The name and address of the chief elected officer of the Union is Connie Holt, 425 College Street, New Haven, CT 06511.

Affected Union employees may have bumping rights.

No bumping rights exist for affected non-union employees.

The job titles of positions to be affected and the number of affected employees in each job classification are set forth in the attached Exhibit A.

The name and telephone number of the company official to contact for further information is: Nick Lorusso, 860-240-7200.

This notice is being given pursuant to the Worker Adjustment and Retraining Notification Act.

Beginning on March 17, 2020, 315 Trumbull Street announced and implemented temporary, short-term layoffs and reductions in hours that were to last less than six months. These short-term, temporary actions were necessary due to the sudden and unprecedented economic impacts of COVID-19, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the Governor's declaration of public health and civil preparedness emergencies, State and local stay-at-home and/or shelter-in-place orders, and other

related governmental announcements and actions, and their impact on the Hotel's operations. 315 Trumbull Street initially anticipated its measures would last less than six months based on business forecasts and public health and other guidance available when the measures were initially instituted.

However, as things have developed, we are only now beginning to see the true impact of COVID-19 on the Hotel's business operations presently and into the future, which is much more detrimental than originally anticipated. The governmental COVID-19 directives have resulted in restrictions on business, large gatherings and travel in general. COVID-19 has further generated a reluctance on the public's part to travel, whether for business or personal reasons. In addition, we anticipate an increased reluctance to travel even after governmental directives are further relaxed, which will further damage the Hotel's demand and operations. In this regard, while we had anticipated the State's Phase 2 re-opening would have resulted in increased business demand, we are not seeing any meaningfully sustained increase in business levels in either the short or long term at the present time. Further, the State has paused its Phase 3 re-opening, which will have a further detrimental impact on the Hotel's operations.

In addition, we believe the Governor's Executive Order 7BBB, which requires self-quarantine by travelers from states experiencing high COVID-19 infection rates, will result in a precipitous decline to already distressed levels of travel to the state and have a devastating impact on the Hotel's business operations.

Further, 315 Trumbull Street has been in discussions with City of Hartford and State of Connecticut officials regarding financial relief which would help offset the pandemic's devastating impact on the Hotel. So far, while those discussions have been productive, we have not received the level of assurance necessary to avoid layoffs and reductions in hours beyond six months and potentially closing the Hotel.

All of this has caused a sudden, severe and worsening condition of the Hotel that only now makes it reasonably foreseeable that the temporary measures taken by 315 Trumbull Street in March 2020 would last longer than six months.

We are providing this notice at the earliest possible time based on the information available.

315 Trumbull Street will supplement this notice in the future should there be any material changes to the information provided herein.

Sincerely,

315 Trumbull Street Associates, LLC



Nick Lorusso

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EXHIBIT A

To

WARN Notice from 315 Trumbull Street Associates, LLC to CTDOL Rapid Response Team

<u>Job Titles of Positions Affected By Layoffs</u>	<u>Number of Affected Employees In Each Job Classification</u>
Assistant Director of Security	1
Assistant Front Office Manager	1
Assistant Restaurant Manager	1
Banquet Bartender	6
Banquet Houseperson	6
Banquet Server	14
Banquet Manager	1
Bellperson	3
Cafeteria Attendant	2
Concierge Level Attendant	3
Cook	6
Director of Operations	1
Director of Security	1
Element 315 Bartender	2
Engineer	2
Event Manager	1
Front Office Telephone Attendant	5
Guest Service Agent	3
Herb N' Kitchen Attendant	7
Housekeeping Houseperson	7
Housekeeping Linen Attendant	2
Housekeeping Manager	1
Housekeeping Supervisor	1
Human Resources Manager	1
Light Duty - Housekeeping	4
Operations Manager	1
Room Attendant	21
Room Attendant - Self Inspector	13
Sales & Marketing Coordinator	1
Sales Manager	1
Staff Accountant	2
Steward	3

Total 124

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<u>Job Titles of Positions Affected By Hours Reductions</u>	<u>Number of Affected Employees In Each Job Classification</u>
Cook	1
Engineer	5
Front Office Lead	1
Front Office Reservations	1
Guest Service Agent	5
Housekeeping Houseperson	4
Housekeeping Supervisor	1
Kitchen Receiving	1
Night Audit	2
Public Area Attendant	3
Room Attendant	3
Room Attendant - Self Inspector	2
Steward	1
 Total 30	

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