

Marriott Hartford Downtown
100 Columbus Boulevard
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

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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, WHG ALH Management, LLC ("WHG ALH Management") will be conducting permanent layoffs and reducing certain employee's hours more than 50% during each month of a six-month period at the Hartford Marriott Downtown, located at 200 Columbus Boulevard, Hartford, Connecticut (the "Hotel").

The layoffs are permanent. The layoffs will occur on July 9, 2020, resulting in employees' terminations from employment. All affected employees who are being laid off will be terminated from employment on that date.

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

Affected employees are not represented by a union. No bumping rights exist for affected 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: Fabio Pari Di Monriva, 860-760-2224.

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

To the extent WHG ALH Management is reducing the notice period, the reasons for reducing the notice period are the unforeseeable business circumstances exception and the natural disaster exception under WARN, both of which stem from the COVID-19 pandemic and its resulting impact on the Hotel's business operations.

Beginning on March 17, 2020, WHG ALH Management announced and implemented temporary, short-term furloughs 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. WHG ALH Management 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, WHG ALH Management has been in discussions with State of Connecticut officials regarding financial relief which would help offset the pandemic's devastating financial impact on the Hotel. So far, while those discussions have been productive, we have not received the level of assurance necessary to avoid permanent layoffs and hours reductions of more than 50% which last longer than six months. Indeed, due to the unforeseeable business circumstances resulting from the COVID-19 pandemic, the Hotel may potentially close.

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 WHG ALH Management in March 2020 would last longer than six months and will need to be made permanent with respect to the layoffs and last longer than six months with respect to the hours reductions of more than 50%.

In conclusion, due to the COVID-19 crisis, it has now become apparent that the Hotel does not have the resources or the business need to continue its operations at the same level as existed prior to the COVID-19 crisis. We are providing this notice at the earliest possible time based on the information available.

WHG ALH Management will supplement this notice in the future should there be any material changes to the information provided herein.

Sincerely,

WHG ALH MANAGEMENT, LLC

Fabio Pari-di-Monriva

Fabio Pari Di Monriva

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RAPID RESPONSE UNIT

JUL 13 2000

EXHIBIT A

To

RAPID RESPONSE UNIT

WARN Notice from WHG ALH Management, 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 Restaurant Manager	1
Banquet Chef	1
Banquet Manager	1
Banquets Bartender	5
Banquets Captain	4
Banquets Houseperson	3
Banquets Houseperson Supervisor	2
Banquets Server	24
Bellperson	4
Cafeteria Attendant	1
Catering Sales Manager	1
Chief Engineer	1
Concierge Attendant	3
Cook	11
Director of Catering	1
Director of Finance	1
Director of Operations	1
Engineer	2
Event Manager	2
Fresh Bites Runner	5
Group Rooms Coordinator	1
Guest Service Agent	9
Housekeeping Houseperson	6
Housekeeping Supervisor	1
Human Resources Director	1
Human Resources Manager	1
Inventory Control Manager	1
IT Manager	1
Kitchen Receiving	1
Kitchen Supervisor	3
L-Bar Bartender	4
Night Audit	2
Restaurant Manager	1
Room Attendant	32
Sales & Marketing Coordinator	1
Sales Manager	3
Security Officer	3
Security Supervisor	1

Staff Accountant	3
Starbucks Barista	6
Starbucks Supervisor	1
Steward	6
Vivo Bartender	2
Vivo Greeter	5
Vivo Server	6
Vivo Server Assistant	7

Total 182

<u>Job Titles of Positions Affected By Hours Reductions</u>	<u>Number of Affected Employees In Each Job Classification</u>
Cook	1
Engineer	3
Front Office Supervisor	3
Guest Service Agent	2
Housekeeping Supervisor	2
Human Resources Intern	1
Night Audit	2
Security Officer	4
Vivo Bartender	2
Vivo Supervisor	1

Total 21

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