



August 11, 2020

Ashley Gatlin
Program Director, Rapid Response
Department of Workforce Development
10 N Senate Ave., SE311
Indianapolis, IN 46204

RE: **WARN Notice**

Dear Ms. Gatlin

Beginning in March 2020, HMSHost began furloughing associates due to the unforeseen business circumstances related to the sudden and drastic decline in business related to effects of the coronavirus/COVID-19 natural disaster (“COVID-19”). To date, HMSHost continues to see an unprecedented decline in traffic in airports and on the motorways. The COVID-19 pandemic has devastated the travel and restaurant industries and, unfortunately, HMSHost sits at the crossroads of both. Never in the history of aviation and the hospitality industry, have we experienced such catastrophic customer traffic declines.

While it is our desire to see our airport and motorway traffic return and bring back all our valued associates, and while we reasonably believed this would be possible by summer, the unfortunate (and in March unforeseeable) reality is that it is going to take a significant period for our business to recover. Like many businesses in our industry, this reality requires HMSHost to make very difficult decisions, one of which is informing our associates at **The Indiana Travel Plazas – Knute Rockne and Wilbur Shaw** located at

HMSHost Knute Rockne Travel Plaza #3324 3S 6776 Cr 425 East, Rolling Prarie, IN 46371

HMSHost Wilbur Shaw Travel Plaza #3325 3N 4004 E Cr 700, Rolling Prarie, IN 46371

who were furloughed on a temporary basis that their temporary furlough will be converted to a permanent layoff on October 15, 2020 if they have not been recalled by October 15, 2020.

Please find attached a list of job titles to be affected and the number of affected associates in each job title. Associates do not have any bumping rights. No union represents any of the affected employees. This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any similar state or local laws. For further information or assistance, please contact Stephanie Jones – HR Director – 813/326-5052 or stephanie.jones@hmshost.com.

Sincerely,

Stephanie Jones
HR DIRECTOR
US MOTORWAYS