

OMNI HOTELS & RESORTS™

September 17, 2020

Via First-Class Mail

Indiana Department of Workforce Development
Workforce Transition Unit, SE311
10 North Senate Avenue
Indianapolis, IN 46204-2277

RE: Statutory W.A.R.N. NOTICE – Omni Severin Hotel (the “Hotel”)

Dear Sir or Madam,

This letter is to inform you that due to unforeseen business circumstances directly related to the COVID-19 pandemic, the Omni Severin Hotel, located at 40 W. Jackson Place, Indianapolis, Indiana (the “Hotel”), temporarily furloughed approximately 69 employees on or shortly after March 18, 2020. The furloughs were anticipated to be short-term and thus did not trigger W.A.R.N. notice requirements at that time. Notice was given to affected employees via employee meetings.

Regrettably, it now appears that the length and severity of the direct effects of the COVID-19 pandemic on our business operations are greater than previously were foreseeable. As a result, we have had to reassess our initial understanding of the circumstances facing the Hotel.

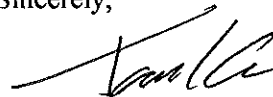
Due to business circumstances that were unforeseen at the time of the furloughs, a number of furloughs will extend beyond six months, and the Hotel believes that this may trigger notice requirements under W.A.R.N. statutes. Accordingly, the Hotel is providing said notice. The furloughs presently are anticipated to be temporary but of unknown duration. Bumping rights are not available.

The job titles of positions affected and the number of affected employees in each job classification are set forth in Attachment “A” hereto.

We were unable to provide you with earlier notice of these actions because, as noted, the length and severity of the adverse business impacts resulting from COVID-19, and its evolving effects upon the Hotel, were not reasonably foreseeable when the Hotel’s employees were initially furloughed, and the expectation remained that furloughed employees would be brought back within six months.

Should you have questions, please direct them to Kelly Ginder, H.R. Director, at 317-396-3614.

Sincerely,



Todd Gagnon
General Manager