

THE WESTIN

INDIANAPOLIS

August 28, 2020

Ashley Gatlin
Program Director, Rapid Response
Department of Workforce Development
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Indianapolis, IN 46204
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Honorable Joe Hogsett, Mayor
Indianapolis and Marion County
2501 City-County Building
200 East Washington Street
Indianapolis, IN 46204

RE: WARN Update

To Whom It May Concern:

In May 2020, we provided notice to you of temporary layoffs from the Westin Indianapolis, 241 W. Washington St, Indianapolis, IN 46204 (the "Hotel") due to the Coronavirus ("COVID-19") pandemic, as the services of many of the Hotel's employees were not needed. At that time, the Hotel reasonably anticipated it would resume normal operations during the summer months. However, notwithstanding some efforts to "reopen" the State, tourism and travel remains severely disrupted by the COVID-19 pandemic which is impacting our occupancy, conference and banquet business not only in the short-term, but likely for future months. Based on the current circumstances, the temporary layoffs at the Hotel are now expected to extend beyond a period of six-months for a number of employees.

Should any further notice be required, it has been given as soon as it was practicable in light of the unpredictable, ever-changing events surrounding COVID-19, which is recognized as a global pandemic, natural disaster (or similar effects of nature), and state of emergency. The vast impact of the COVID-19 outbreak, has been unprecedented, and unforeseeable, resulting in the issuing of multiple orders of a state of emergency, business closings and stay-at-home directives, including mandates that severely restrict the size of social gatherings or severely limit indoor activities such as conferences, banquets, social events, and restaurant operations.

For example, and most recently, in response to new "spikes" of the virus, meetings and social events have a maximum limit of 250, sporting events such as the Indy 500 are not allowing fans,

restaurants are limited to 50% capacity indoors and required to ensure a minimum of six feet distance between parties waiting and when dining. Based on these and other restrictions, 98% of all group business has cancelled or moved to future years; which resulted in the loss of significant business to the hotel. Past orders by the State and local health officials have been extended, expanded or rolled back. The unforeseen persistence and unpredictable impact of COVID-19 together with national and local government measures to limit the spread of the virus, many announced for short periods of time but later extended or expanded, have significantly impacted our business not merely for a short period, but now for a period that could exceed six months.

Hotel employees are being notified, beginning on or about August 20, 2020, that the duration of the layoffs may be extended beyond six months. The Hotel's employees are not represented by a union, and no bumping rights exist for employees.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification.

If you have any additional questions regarding this notice, you may contact me or Artemisa Falcon at 317-231-3964, artemisa.falcon@westinindianapolis.com.

Sincerely,



Andy Seal
General Manager
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(317)262-8100

Accounting Clerk	1	Administrative Staff	5
Bartender	4	Banquet Staff	14
Restaurant Staff	14	Managers	8
Front Desk Agent	12	Phone Operators	4
Cooks	10	Engineers	3
Housekeeping Staff	18	Security Guards	2