



July 2, 2020

Via Email and Certified First-Class Mail

Indiana Department of Workforce Development
10 N Senate Ave
Indianapolis, IN 46204
warn-notice@dwd.in.gov

Re: Announcement of Planned Action

Dear Sir or Madam:

I am writing on behalf of White Lodging Services Corporation ("White Lodging"). By letter dated May 20, 2020, White Lodging provided notice of lay-offs pursuant to WARN. These layoffs were directly related to the unforeseeable, dramatic, and continued downturn in business and occupancy arising from the coronavirus (COVID-19) public health crisis. Unfortunately, due to the ongoing crisis and the severe travel restrictions that have been imposed along with the state-wide stay at home orders in several states that have also drastically affected operations, we are writing to notify you that there will be an additional mass lay-off due to the extension of temporary lay-offs ("furlough") at our White Lodging Services Corp located at 701 E 83Rd Ave Merrillville, IN 46410.

On March 20, 2020, White Lodging notified employees that they would be temporarily furloughed for less than six months. At the time, White Lodging fully anticipated and expected to bring back these employees to work within six months. However, given the unprecedented length of the pandemic and continued downturn of the travel and hospitality industry, it is now reasonably foreseeable that these temporary actions may extend beyond six months. The extension of these furloughs beyond six months is the result of unforeseen business circumstances that were not reasonably foreseeable at the time that White Lodging initially furloughed these employees.

On July 2, 2020 all affected employees have been notified that their furlough will be extended more than six months. The planned lay-offs are being classified as temporary, and employees have been given a date by which White Lodging anticipates calling them back to active duty. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this reduction in force. The affected employees are not represented by a union.

WhiteLodging.com
701 East B3rd Avenue
Merrillville, Indiana 46410

P 219.472.2900 F 219.472.2475

If you have any questions or want additional information concerning this matter, please contact me directly at 219-472-2930.

Sincerely,



Michael Fischer
Chief Human Resources Officer

cc: Indiana Department of Workforce Development
10 N Senate Ave
Indianapolis, IN 46204
warn-notice@dwd.in.gov

The following is a list of the job positions and number of individuals who will be affected by the lay-off:

Title	Extended Furlough	50% Hour Reduction	Term	Total
Administrative Assistant I	1			1
AP Specialist			2	2
Applications Manager	1			1
Asset Manager			1	1
Bench Assistant General Manager I			1	1
Bench Chef			1	1
Benefits Specialist			1	1
Business Intelligence Manager			1	1
Chief Operating Officer - Suburban Select			1	1
Corporate Audit Manager			1	1
Corporate Auditor	1			1
Corporate Digital Manager			1	1
Corporate Director of Events			1	1
Corporate Director of F/B			1	1
Corporate Director of Rooms Operations	1			1
Corporate Rooms Operations Manager			1	1
Corporate Test Kitchen Sous Chef			1	1
Director Benefits Administration	1			1
Director of Accounting Information Management			1	1
Director of Centralized Accounting			1	1
Director of Compensation	1			1
Director of Human Capital Systems			1	1
Director of Impact Sales			1	1

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Director of Marketing		2	2
Director of Talent Development	1		1
Executive Admin Assistant II	2	2	4
HR Business Partner Manager		1	1
HR Business Partner Senior Director		1	1
HR Services Specialist II		3	3
Impact Assistant General Manager	1	1	2
Impact Talent Manager	1	2	3
International and College Specialist	1		1
Junior Data Scientist	1		1
Marketing Communication Manager		1	1
Network/Infrastructure Specialist		1	1
Payroll Administrator		3	3
Receptionist		1	1
Regional Director of Engineering II		1	1
Regional Director Sales and Marketing		3	3
Regional Vice President		1	1
Revenue Optimization Analyst		3	3
Revenue Optimization Manager		4	4
Risk Management Coordinator		1	1
Senior Accountant		2	2
Senior Corporate Director of Restaurants	1		1
Senior Corporate Marketing Manager		1	1
Senior Director Human Resources Services		1	1
Senior Project Manager		1	1
Senior Revenue Manager I		1	1
Service Desk Technician		1	1
Sr Director of Organizational Culture and Consciou	1		1
Systems Manager xl		2	2
Talent Acquisition Sourcing Specialist	1		1
Talent Coordinator		1	1
Talent Development Manager		2	2
Talent Development Senior Program Manager	1		1
Tax Accountant	1	2	3
Vice President of Sales and Events		1	1
VP Talent and Organizational Capabilities	1		1

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