



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”) to give you notice that, due to the unforeseeable, dramatic, and continued downturn in business and occupancy arising from the coronavirus (COVID-19) public health 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, there will be a mass lay-off due to the extension of temporary lay-offs (“furlough”) at our JW Indianapolis located at 10 S West St. Indianapolis, IN 46204.

In the interest of full disclosure, White Lodging terminated 4 employees on April 3, 2020, which did not trigger, nor did White Lodging reasonably foresee that it would need to conduct additional lay-offs that would trigger, state or federal WARN Act notice requirements.

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 83rd 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
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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
Accounts Payable and Receivable Clerk I	4			4
Accounts Payable and Receivable Clerk II			1	1
Assistant Director of Event Planning	1			1
Assistant Director of Services	1		2	3
Assistant Front Office Manager	1		1	2
Assistant General Manager	1			1
Banquet Attendant I	2			2
Banquet Attendant II	8			8
Banquet Houseperson II	1			1
Banquet Manager I	1			1
Banquet Server	34			34
Banquet Set Up Supervisor	2			2
Banquet Set Up Supervisor I	1			1
Banquet Supervisor II	5			5
Barista II - Starbucks	4			4
Bartender - High Velocity	3			3
Catering Sales Coordinator	1			1
Concierge I	1			1
Cook - Third Shift - High Velocity	1			1
Cook I	5			5
Cook I - High Velocity	3			3
Cook I - OP Italian	3			3
Cook II	2			2
Cook II - High Velocity	3			3

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Cook II - OP Italian	1		1
Credit Manager	1		1
Culinary Admin	1	1	2
Culinary Supervisor	2		2
Culinary Supervisor - High Velocity	1		1
Culinary Supervisor - OP Italian	2		2
Director of Event Operations	1		1
Director of Services		1	1
Dishwasher/Kitchen Steward I	3		3
Dishwasher/Kitchen Steward II	13		13
Event Concierge Supervisor	1		1
Event Management Assistant	2		2
Event Manager I	2		2
Event Manager II	2	1	3
Event Operations Coordinator	1		1
Event Services Manager II	1		1
Executive Administrative Assistant	1		1
Executive Chef	1		1
Executive Sous Chef	1		1
Executive Sous Chef - OP Italian	1		1
Executive Steward	1		1
Finance MIT	1		1
Front Desk Manager	2		2
Front Desk Supervisor	3		3
Front Office Manager	1		1
General Maintenance I	3		3
General Maintenance II	6		6
Group Housing Coordinator	6		6
Group Housing Manager	1		1
Group Housing Supervisor	2		2
Guest Room Attendant I		1	1
Guest Room Attendant II	2	9	11
Guest Service Representative II	4		4
Host Supervisor - OP Italian	1		1
Host/Cashier I - OP Italian	1		1
Host/Cashier II - High Velocity	2		2
Host/Cashier II - OP Italian	4		4
Housekeeping Aide	2	1	3
Housekeeping Manager	2		2
Housekeeping Supervisor	6		6
Human Resources Coordinator	2		2
IT Techician I	3		3
Laundry Attendant I	2		2
Laundry Attendant II	3		3

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Laundry Manager	1		1
Lead Bartender - High Velocity	3		3
LEAD Manager	1		1
Lead Room Service	2	1	3
Lead Server - High Velocity	2		2
Lead Server - OP Italian	4		4
Lead Server Assistant - OP Italian	1		1
Lobby Bar Bartender	6		6
Lobby Bar Beverage Server	2		2
Lobby Bar Restaurant Manager II		1	1
Lounge Concierge	4		4
Maintenance Helper	3		3
Maintenance Supervisor I	2		2
Maintenance Technician I		1	1
Maintenance Technician II	2		2
Maintenance Technician III	1		1
Manager Market Training	1		1
Market Assistant Director of Catering Sales	1		1
Market Function Space Manager		1	1
Market Group Housing Manager	1		1
Market Marketing Manager		1	1
Market Recruiter		1	1
Market Sales Manager	4		4
Market Sales Manager III	1		1
Market Senior Account Executive I	2		2
Market Senior Account Executive II	3		3
Market Senior Catering Sales Manager	1		1
Market Senior Sales Manager I	4		4
Market Systems Manager	1		1
Night Audit Manager	1		1
Night Audit Supervisor	1		1
Night Auditor II	4		4
Payroll Manager	1		1
Phone Attendant I	2		2
Phone Supervisor	3		3
Private Dining Room Manager		1	1
Public Area Attendant	2		2
Purchasing Manager	1		1
Purchasing Supervisor	1		1
Restaurant Assistant General Manager - OP Italian	1		1
Restaurant Executive Chef - High Velocity	1		1
Restaurant Executive Chef - OP Italian		1	1
Restaurant General Manager - High Velocity	1		1

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Restaurant Manager II - High Velocity	2	1	3
Restaurant Manager II - OP Italian	2		2
Restaurant Sous Chef I - High Velocity		1	1
Room Control Representative I	2		2
Room Service Server	4		4
Sales Coordinator	6		6
Seamstress	1		1
Security - Night	2		2
Security II	4	1	5
Senior Event Manager I	2		2
Senior Event Services Manager II	1		1
Senior Human Resources Manager	1		1
Senior Market Sales Manager II	1		1
Server - High Velocity	9		9
Server - OP Italian	7		7
Server Assistant - High Velocity	2		2
Server Assistant - OP Italian	1		1
Sous Chef		1	1
Starbucks Lead Supervisor - Starbucks	1		1
Starbucks Manager - Starbucks	1		1
Stewarding Manager II	1		1
VIP Concierge	1		1