



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 Marriott Indianapolis located at 350 W Maryland St Indianapolis, IN 46225.

In the interest of full disclosure, White Lodging terminated 1 employee 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  
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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	2			2
Assistant Director of Services	1			1
Assistant Front Office Manager			1	1
Assistant General Manager	1			1
Banquet Attendant I	3			3
Banquet Houseperson II	1		2	3
Banquet Manager I	1			1
Banquet Server	18		1	19
Banquet Set Up Supervisor	1			1
Banquet Supervisor II	3		1	4
Barista II - Starbucks	2		4	6
Bartender - Conner's Kitchen + Bar	6			6
Bartender - Rye Bar	1		1	2
Cook I	3			3
Cook I - Conner's Kitchen + Bar	8			8
Cook I - Loaf + Vine			2	2
Cook II	6		1	7
Cook II - Conner's Kitchen + Bar	1		1	2
Cook II - Loaf + Vine			2	2
Cook III	1		2	3
Cook III - Conner's Kitchen + Bar	1			1
Credit Manager	1			1
Culinary Supervisor - Loaf + Vine			1	1
Director of Event Operations	1			1

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Director of Event Planning	1		1
Director of Services	1		1
Dishwasher/Kitchen Steward II	5		5
Dishwasher/Kitchen Steward II - Conner's Kitchen			
+	3		3
Dishwasher/Kitchen Steward Supervisor	1		1
Event Concierge	2		2
Event Manager II	3		3
Executive Administrative Assistant	1		1
Executive Chef	1		1
Executive Steward	1		1
Finance MIT		1	1
FOH Supervisor - Loaf + Vine	1		1
Food Runner - Conner's Kitchen + Bar	1		1
Front Desk Manager	2	1	3
Front Desk Supervisor	1		1
Front Office Manager	1		1
General Maintenance I	2		2
Guest Room Attendant I	16	5	21
Guest Service Representative I	6	3	9
Host/Cashier - Loaf + Vine	3	2	5
Host/Cashier I - Conner's Kitchen + Bar	1	1	2
Hostess Supervisor	1		1
Housekeeping Manager	2		2
Housekeeping Supervisor	2		2
Houseperson II	3		3
Human Resources Coordinator	1		1
Human Resources Manager	1		1
Inspectress	3		3
Kitchen Supervisor - Conner's Kitchen + Bar	1	1	2
Laundry Attendant I	6		6
LEAD Manager	1		1
Loaf & Vine Manager		1	1
Maintenance Admin		1	1
Maintenance Technician II	1		1
Maintenance Technician III	1		1
Market Restaurant Training Manager		1	1
Night Audit Supervisor		1	1
Night Auditor II	1		1
Payroll Processor	1		1
Phone Attendant I	1	1	2
Public Area Attendant	5		5
Public Area Attendant - Night	2		2
Purchasing Manager	1		1

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Purchasing Supervisor	1		1
Restaurant Assistant General Manager - Conner's Ki		1	1
Restaurant Exec Sous Chef - Conner's Kitchen + Bar	1		1
Restaurant Executive Chef - Conner's Kitchen + Bar		1	1
Restaurant General Manager - Conner's Kitchen + Ba	1		1
Restaurant Manager I - Conner's Kitchen + Bar	2		2
Restaurant Manager II	1		1
Room Control Representative I	1		1
Senior Event Manager I	1	1	2
Senior Event Manager II	1		1
Senior Housekeeping Supervisor - Night	1	1	2
Server - Conner's Kitchen + Bar	14	1	15
Sous Chef I	1		1
Starbucks Manager - Starbucks		1	1
VIP Concierge	3	1	4

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