



May 22, 2020

Via Email with Read Receipt

Lisa Marshall
Missouri Department of Higher Education & Workforce Development
P.O. Box 1087
Jefferson City, MO 65102
E-mail: lisa.marshall@dhewd.mo.gov

Re: Announcement of Planned Action

Dear Ms. Marshall:

The rapidly progressing responses to the threat of COVID-19, including shelter-in-place orders and mandatory closures of several types of business establishments, have caused the 21c Museum Hotel's business needs and circumstances to change in ways that were not reasonably foreseeable as recently as just weeks ago. This resulted in, among other things, an unanticipated and dramatic economic downturn beyond our control, and the furlough of a number of our employees.

However, in light of the continuing threat of COVID-19, in addition to recent federal, state and local guidance regarding the slow and phased re-openings of communities and businesses, we anticipate that many furloughs will be extended potentially beyond a 6-month period, and a number of positions will be eliminated. Accordingly, I am writing on behalf of 21c Museum Hotels to give you notice that we anticipate further action that is likely to result in a mass layoff at the 21c Museum Hotel Kansas City facility located at 219 W 9th Street in Kansas City, Missouri beginning May 26, 2020. This mass layoff is expected to be permanent in nature, given the current economic circumstances. We consider this to be an "unforeseeable business circumstance", given the unforeseeable, dramatic, and rapidly changing circumstances brought on by ever-increasing threat of COVID-19, the slow and phased return-to-work requirements and guidance on the federal, state and local level, and the economic impact on the hotel industry on the whole, including the property listed herein. Accordingly, please find this notice pursuant to the Federal Worker Adjustment and Retraining Notification ("WARN") Act.

All potentially affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning on May 26, 2020 with all separations accomplished by July 1, 2020. There will not be any bumping rights for the affected employees. All potentially affected employees have also been informed that they may be eligible to apply for unemployment insurance benefits and where to apply.

Attached as Appendix A is a list of job classifications to be affected, the number of employees to be laid off in each job classification. Should additional employees be affected, the Company will provide an updated Appendix.



APPENDIX A

Location of Affected Facility	Job Classification of Affected Employee	Approximate Number of Employees Affected in Each Job Classification
219 W 9 th Street Kansas City, Missouri	Accounting Manager	1
219 W 9 th Street Kansas City, Missouri	Bartender	1
219 W 9 th Street Kansas City, Missouri	Beverage Manager	1
219 W 9 th Street Kansas City, Missouri	Chef de Cuisine	1
219 W 9 th Street Kansas City, Missouri	Cook	13
219 W 9 th Street Kansas City, Missouri	Event Captain	1



Location of Affected Facility	Job Classification of Affected Employee	Approximate Number of Employees Affected in Each Job Classification
219 W 9 th Street Kansas City, Missouri	Event Manager	1
219 W 9 th Street Kansas City, Missouri	Event Sales Manager	1
219 W 9 th Street Kansas City, Missouri	Event Server	3
219 W 9 th Street Kansas City, Missouri	Executive Chef	1
219 W 9 th Street Kansas City, Missouri	Front Office Bell Staff	2
219 W 9 th Street Kansas City, Missouri	Front Office Desk Agent	4
219 W 9 th Street Kansas City, Missouri	Front Office Supervisor	2
219 W 9 th Street Kansas City, Missouri	Housekeeping Houseperson	1
219 W 9 th Street Kansas City, Missouri	Housekeeping Manager	1
219 W 9 th Street Kansas City, Missouri	Housekeeping Public Area Attendant	2
219 W 9 th Street Kansas City, Missouri	Housekeeping Room Attendant	2
219 W 9 th Street Kansas City, Missouri	Housekeeping Supervisor	3
219 W 9 th Street Kansas City, Missouri	Lead Bartender	1
219 W 9 th Street Kansas City, Missouri	Museum Manager	1
219 W 9 th Street Kansas City, Missouri	Night Auditor	2
219 W 9 th Street Kansas City, Missouri	Restaurant AM Server	4
219 W 9 th Street Kansas City, Missouri	Restaurant Host	4
219 W 9 th Street Kansas City, Missouri	Restaurant Manager	3
219 W 9 th Street Kansas City, Missouri	Restaurant PM Server	8
219 W 9 th Street Kansas City, Missouri	Restaurant Runner	3
219 W 9 th Street Kansas City, Missouri	Restaurant Supervisor	1



Location of Affected Facility	Job Classification of Affected Employee	Approximate Number of Employees Affected in Each Job Classification
219 W 9 th Street Kansas City, Missouri	Sales Coordinator	1
219 W 9 th Street Kansas City, Missouri	Sales Manager	2
219 W 9 th Street Kansas City, Missouri	Sous Chef	2
219 W 9 th Street Kansas City, Missouri	Steward	3