



July 30, 2020

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102

Dear WARN Coordinator,

This letter serves as an updated notice pursuant to the federal Worker Adjustment and Retraining Act of 1988 (WARN, Public Law 100-379) submitted previously March 26, 2020. The Crossroads Hotel, managed by Aparium Hospitality Services LTD, has implemented a permanent layoff for 51 employees at 2101 Central St, Kansas City, MO 64108, effective July 30, 2020 due to the impact of COVID-19. Impacted employees were originally notified of a temporary layoff during the week of March 16, 2020. The affected employees who were placed on temporary layoff and are now impacted by a permanent layoff were informed beginning the week of July 20, 2020.

For the safety and well-being of the employees and guests and to abide by local ordinances and CDC guidelines, the hotel continues to pace their re-opening efforts. Crossroads Hotel is a non-unionized workforce and enclosed is a list of the impacted job titles. Each associate who was temporary laid off, and now permanently dispositioned, have been contacted personally by phone and received follow-up written notification.

Before the permanent layoffs, Crossroads Hotel had 151 employees, and the impact of COVID-19 has forced the hotel to permanently separate 51 employees (30 Full-Time employees; 21 Part-Time employees) as of July 30, 2020. Currently there are 38 employees active, and 62 employees remain on temporary lay-off and will eventually be recalled back to work when business demands increase.



List of permanently laid-off job titles as of July 30, 2020 at Crossroads Hotel at 2101 Central St, Kansas City, MO 64108.

#	JOB TITLE	# OF EMPLOYEES
1	Accounting Clerk	1
2	Bartender	1
3	Bus Person	9
4	Cook	13
5	Engineer	2
6	F&B Coordinator	1
7	F&B Director	1
8	Group Sales Manager	1
9	Guest Services Manager	1
10	HR Coordinator	1
11	Purchasing Clerk	1
12	Reservations	1
13	Room/House Attendant	4
14	Server	14
	TOTAL	51



March 26, 2020

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Missouri Department of Higher Education & Workforce Development
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PO Box 1087
Jefferson City, MO 65102

Dear WARN Coordinator,

This letter serves as an official notice that the Crossroads Hotel, managed by Aparium Hospitality Services LTD, has implemented a temporary layoff for employees at 2101 Central St, Kansas City, MO 64108, which began March 17th and ended on March 22nd of this year, due to the impact of COVID-19.

For the safety and well-being of the employees, the hotel has temporarily suspended services and is not open to the public. We are hopeful that this is temporary, although the date when the hotel may resume operations is unknown.

Due to the rapid onset of COVID-19 and the executive orders by Governor Parsons, the Crossroads Hotel is asking for an exception to the WARN Act 60-day notification due to unforeseeable business circumstances.

The Crossroads Hotel is a non-unionized workforce and attached is a list of the impacted job titles. Each associate who was temporary laid off has received a notification, that stated:

- The effective date of the associate's temporary lay-off
- The duration of the temporary layoff is unknown
- The name and telephone number of a company official to contact
- The associate does not have bumping rights
- The letter serves as a WARN notice

Before the Temporary Layoffs, Crossroads Hotel had 155 employees, 151 employees have been temporarily laid off, as of March 22, 2020.

- 100 Full-Time employees
- 55 Part-Time employees
- 20 employees who have worked less than six (6) months
- 4 employees remain employed



List of impacted job titles at Crossroads Hotel at 2101 Central St, Kansas City, MO 64108.

#	JOB TITLE	# OF EMPLOYEES
1	Accounting Clerk	1
2	Accounting Manager	1
3	Ambassador (Front Desk)	7
4	Assistant Chief Engineer	1
5	Banquet Chef	1
6	Server	54
7	Banquets Manager	1
8	Barback	9
9	Bartender	13
10	Catering Sales Manager	1
11	Chief Engineer	1
12	Cook	20
13	Director of Food and Beverage	1
14	Director of Human Resources	1
15	Director of Lifestyle	1
16	Dishwasher	3
17	Engineer (Maintenance)	2
18	Events Manager	1
19	Executive Chef	1
20	Executive Housekeeper	1
21	Food & Beverage Coordinator	1
22	Food & Beverage Manager	3
23	Restaurant Manager	1
24	Sales Manager	1
25	Guest Service Manager	1
26	Guest Services Supervisor	2
27	Housekeeping Attendant	10
28	Housekeeping Supervisor	1
29	Human Resources Coordinator	1
30	Host	2
31	Sales Coordinator	1
32	Receiving Clerk	1
33	Reservations Agent	1
34	Sous Chef	4
	TOTAL	151