



October 30th, 2020

WARN Coordinator
Missouri Department of Higher Education and Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102
ETT.DWD@dhewd.mo.gov

Mayor Quinton Lucas
City Hall, 29th Floor
414 E. 12th Street
Kansas City, MO 64106
MayorQ@kcmo.org

Re: WARN Notice

Dear WARN Act Coordinator and Mayor Lucas:

I am writing on behalf of the Kansas City Downtown Hotel Group, LLC (the "Company") the owner of the Kansas City Marriott Downtown located at 200 W. 12th Street, Kansas City, MO (the "Location"). Since the coronavirus/COVID-19 crisis began, the hospitality industry has faced many unprecedented challenges that could not have been foreseen and the duration of which could not have been expected. This crisis's impact on the industry has been historic, swift, devastating and ongoing. A careful review of business forecasts shows that challenging business conditions, including historically low hotel occupancy, reduction in convention business and mounting event cancellations, will now extend into 2021. Based on these forecasts, it has been determined that employee furloughs and layoffs that were implemented earlier in the year and were expected to be temporary will now require permanent job eliminations.

Accordingly, this letter is to notify you that the Kansas City Downtown Marriott will be implementing permanent job eliminations/terminations at its location at 200 West 12th Street, Kansas City, Missouri 64105. These job eliminations/terminations will occur on December 31, 2020. This is not a closure and not all positions and employees will be impacted. However, a total of 154 employees will be impacted at this location. Each affected employee has been notified of the job elimination and complete information about all the job titles of positions that are affected will be maintained at our office. The Company does not have job bumping rights or a similar system that would be available to employees. The Company is not union.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. Section 2101, et. seq.

June 11, 2020

Ms. Lisa Marshall
WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
P.O. Box 1087
Jefferson City, MO 65102
ETT.DWD@dhewd.mo.gov

The Honorable Quinton Lucas
Mayor of City of Kansas City
City Hall, 29th Floor
414 E 12th Street, Kansas City, MO 64106
MayorQ@kcmo.org

Re: WARN Notice

Dear Ms. Marshall and Mayor Lucas:

I am writing on behalf of the Kansas City Downtown Hotel Group, LLC (the "Company") the owner of the Kansas City Marriott Downtown located at 200 W. 12th Street, Kansas City, MO (the "Location") to inform you that as a result of an unforeseeable, dramatic downturn in business caused by COVID-19, the Company has instituted temporary furloughs, temporary layoffs and/or reductions in hours (collectively, the "Temporary Actions") for 280 employees.

The Temporary Actions began on or around March 20, 2020 and were expected to last less than six (6) months. The Temporary Actions were necessary due to the sudden and unprecedented economic effects of the COVID-19 crisis, a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the Missouri and Kansas City shelter-in-place orders and other related governmental announcements and actions, and their impact on the Company's business operations. As stated above, based on public health guidance and business forecasts available at the time, it was initially expected that the Temporary Actions would

KANSAS CITY MARRIOTT DOWNTOWN

200 WEST 12TH STREET
KANSAS CITY, MO 64105 USA
T: 816.421.6800
F: 816.855.4418

WWW.KANSASCITYMARRIOTTDOWNTOWN.COM

last less than six (6) months and that after such period the Location, along with the Company's operations, would return to normal business levels.

The challenges posed by COVID-19, as well as the ongoing government directives, however, have continued to expand and be extended, and have required or encouraged people to remain in place, resulting in a restriction of business, large gatherings and business/personal travel. Further, these challenges have caused a sudden, severe and worsening downturn in the travel and hospitality industry that now make it reasonably foreseeable that the Temporary Actions will likely extend beyond six (6) months.

This notice is provided at the earliest possible time based on information available. If business conditions change that impact the Temporary Actions, employees will be promptly notified of any change.

Each affected employee has been notified of the Temporary Action, or actions, applicable to them. Affected employees do not have bumping rights (meaning the right to claim another job at the Company) and no union represents affected employees. This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.