

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](mailto: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](mailto: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

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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.