

SCHULTE COMPANIES

March 23, 2020

VIA CERTIFIED U.S. MAIL

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

RE: WARN Act Notice

Dear WARN Coordinator,

This letter is to notify you that, pursuant to the federal Worker Adjustment and Retraining Act of 1988 (WARN, Public Law 100-379), Schulte Companies and its affiliated companies, including, without limitation, Schulte Hospitality Group, Inc. (collectively, the "**Company**"), will experience a material reduction in its workforce, and a number of Company employees will experience layoffs and/or furloughs as a direct result of the significant downturn in business due to the novel coronavirus (COVID-19) pandemic currently plaguing the world. The affected Company locations are (i) 3550 Samuel Shepard Dr, St. Louis, MO 63103, (ii) 13639 Riverport Dr., Maryland Heights, MO 63043, (iii) 9801 Natural Bridge Road, St. Louis, MO 63134, and (iv) 525 S Jefferson Ave, St. Louis, MO 63103.

The Company plans to initiate a series of mass layoffs of 229 employees, in addition to traditional terminations, where and as required. A list of the job titles of the affected positions, and the approximate number of affected employees in each job title is attached hereto as **Schedule I**. It is the Company's hope that these layoffs will be temporary, but given the pronounced impact of the COVID-19 pandemic on the global economy generally, and the Company's business operations (*i.e.*, hospitality management) specifically, these layoffs may be permanent. The expected time period for the first separation of employees is March 16, 2020 through June 30, 2020. Given the speed and breadth of the spread of COVID-19, its deleterious effect on the global business environment and the sudden, unforeseeable and dramatic business circumstances surrounding the virus, the Company was unable to comply with the statutory sixty (60) day notice requirement. Considering the unprecedented nature of the COVID-19 pandemic, the Company continues to assess the situation and its business outlook on a regular basis.

The Company does not recognize strict seniority rights, but may take seniority into consideration as a factor in determining which employee to lay off or furlough and the timing of each employee's layoff. Seniority also will be considered as a factor in rehiring employees. However, seniority will be just one of many factors in these decisions, and other factors, such as business necessity, expertise and past experience and performance will also be taken into consideration in making these decisions.

SCHULTE COMPANIES

Schedule I

ESTIMATED NUMBER OF LAYOFFS BY CATEGORY	
JOB TITLE	APPROXIMATE NUMBER OF ASSOCIATES AFFECTED
Accounting Clerk	1
Auditor	3
AV Manager Salary	1
AV Technician	1
Banquet Bartender	1
Banquet Captain	5
Banquet Manager Salary	1
Banquet Server	27
Banquet Set-Up	1
Banquet Utility	7
Bartender	7
Bellperson	14
Breakfast Bar Attendant	12
Catering Manager Salary	1
Chief Engineer Salary	1
Concierge	2
Controller	1
Cook Hourly	11
Director of Catering	1
Director of Sales	1
Dish Steward	4
Dishwasher Steward SFO	1
Event Coordinator	3
Exec Chef Salary	1
Executive Housekeeper	4
Front Office Manager Salary	3
Guest Service Representative	8
Hostess	3
Hostess Cashier	2
Houseperson	5
Human Resources Manager	1
Laundry Attendant	10
Lobby Attendant	4
Maintenance Engineer	6
PBX Attendant	3
Reservations Manager Salary	1
Restaurant Supervisor Hourly	3
Room Attendant	28
Room Service Server	6

Room Utility	2
Rooms Inspector	4
Sales Manager Salary	7
Server	12
Sous Chef Salary	2
Valet Attendant	7