



August 11, 2020

Breeyn Handberg  
4020 E fifth Ave.  
Columbus, OH 43219

RE: **WARN Notice**

Dear Breeyn:

Beginning in March 2020, HMSHost began furloughing associates due to the unforeseen business circumstances related to the sudden and drastic decline in business related to effects of the coronavirus/COVID-19 natural disaster (“COVID-19”). To date, HMSHost continues to see an unprecedented decline in traffic in airports and on the motorways. The COVID-19 pandemic has devastated the travel and restaurant industries and, unfortunately, HMSHost sits at the crossroads of both. Never in the history of aviation and the hospitality industry, have we experienced such catastrophic customer traffic declines.

While it is our desire to see our airport and motorway traffic return and bring back all our valued associates, and while we reasonably believed this would be possible by summer, the unfortunate (and in March unforeseeable) reality is that it is going to take a significant period for our business to recover. Like many businesses in our industry, this reality requires HMSHost to make very difficult decisions, one of which is informing our associates at Cleveland Hopkins International Airport 5300 Riverside Dr. Cleveland, OH 44135 who were furloughed on a temporary basis that their temporary furlough will be converted to a permanent layoff on October 15, 2020 if they have not been recalled by October 15, 2020.

Please find attached a list of job titles to be affected and the number of affected associates in each job title. Associates do not have any bumping rights. No union represents any of the affected employees.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any similar state or local laws. For further information or assistance, please contact Tammy Szeluga, HR Generalist at 315-751-5422.

Sincerely,

Tammy Szeluga  
HR Generalist



Admin Clerk	1
Barista	23
Benefit Rate	6
Cook CD - Standard	3
F&B Operations Manager	1
Shift Supervisor	8
Utility	2
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