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July 25, 2020

Dear:

- Rapid Response Coordinator Breeyn Handberg, Office of Workforce Development, 4020 E Fifth Avenue, Columbus, OH 43219.

- Major Frank G. Jackson, Cleveland City Hall, 601 Lakeside Avenue, Cleveland OH, 44114.

- Cuyahoga County Executive Armond Budish, Cuyahoga County Administrative Headquarters, 2079 East Ninth Street, Cleveland, OH 44115

Re: Notice of Job Actions

This letter is to inform you that, due to the unprecedented and ongoing impact of the novel coronavirus and related governmental actions, Hilton Management LLC ("Company") is taking the job actions described on the attached schedule affecting employees who work at Hilton Cleveland Downtown, 100 Lakeside Avenue East, Cleveland OH, 44114.

We are taking these actions because of COVID-19 related business circumstances that were not reasonably foreseeable at the time notice would have been required. We did not and could not have foreseen how broadly and deeply the COVID-19 epidemic would spread and affect our business; nor did we foresee that "lockdown" orders, initially issued for short durations in certain specific cities, would spread throughout the country and be constantly and continually extended and/or changed, thus not merely interrupting commerce and travel for a short period, but now disrupting commerce and travel for the foreseeable future. We continue to follow the Governor's guidelines, which limit gathering to 300 people. Therefore, the majority of our groups are not allowed to meet and have moved into the later part of 2021, 2022 and 2023. Most of our corporate travelers remain on a travel ban. The return of consumer confidence to travel remains weak. Even though we are seeing early signs of economic relief, they have not been consistent or significant. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties Hilton and our entire industry face in projecting future staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these factors and

the rapidly evolving impact of the novel coronavirus epidemic national disaster and national emergency. We are providing this notice as the Worker Adjustment and Retraining Notification Act, and any applicable state law, encourages employers to provide information even when a notice requirement does not exist. To the extent that the Hotel's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and any applicable state law, this letter is intended to fulfill any notice requirements.

Please let me know if you have any questions, or if I can be of further assistance to you during this time. I can be reached at 216 413 5010.

Sincerely,

A handwritten signature in black ink, appearing to read 'Teri Agosta', with a horizontal line extending to the right.

Teri Agosta, General Manager

Enclosure (Schedule of Job Actions)

SCHEDULE OF JOB ACTIONS

Location Address: 100 Lakeside Avenue East, Cleveland OH, 44114

As of July 25, 2020

Temporary Furloughs:

The Company first made changes to employment at this hotel in response to the COVID-19 pandemic on March 20, 2020, at which time it was forced to implement temporary furloughs. The Company reasonably expected these furloughs to last 6 months or less.

Positions Now Affected by Temporary Furloughs Expected to Last Longer Than Six Months:

The Company now expects the temporary furloughs of approximately 178 employees to last longer than 6 months. The Company is still hopeful that it may be able to return some of these employees to work sooner, but that is no longer the Company's best estimate based on the information available to it at this time.

Additional Information:

The following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available broken down by location if multiple locations are involved.