



June 11, 2020

440/542-2350
440/542-2327 fax

Ohio Department of Job and Family Services
Dislocated Worker Unit
Rapid Response Unit
rapdresp@jfs.ohio.gov

Edward Kraus
Mayor, Solon, OH
34200 Banbridge Rd
Solon, OH 44139 - 2955
er@solonohio.org

Frank G. Jackson
Mayor, City of Cleveland
Cleveland City Hall
601 Lakeside Avenue
Cleveland, OH 44114
communications@city.cleveland.oh.us

Received June 18, 2020 at 8:45 am

Re: WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that the Marriott International Customer Engagement Center located at 31225 Bainbridge Rd Ste A Solon, Ohio 44139 has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 200 of the location's 447 employees.

These temporary actions began at the location on March 24, 2020 and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis ("COVID-19"), a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.

Very truly yours,

Christina M. ...

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This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Affected employees do not have bumping rights (that is, the right to claim another job at the company), and no union represents affected employees. Each affected employee has been notified of the specific temporary action applicable to them.

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.

For further information, please contact me at 440.542.2389 charles.kirkland@marriott.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Charles Kirkland". The signature is written in a cursive, flowing style.

Charles Kirkland
Director Human Resources

Enclosure



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Count of Peoplesoft Employee ID	
Occup Code Desc	Total
ADMINISTRATIVE ASSISTANT	1
ASSIST ASSOCIATE	12
CEC TRAINER	4
CUSTOMER CARE SALES SPEC	9
DIR, HUMAN RESOURCES	1
DIR-SALES OPERATIONS	1
GENERAL MANAGER	1
HUMAN RESOURCES SPECIALIST	2
LOYALTY & CARE SERVCS ASSC V	101
MGR-CORE SERVICES	13
MGR-OPERATIONS	1
PEER COACH	1
PLATINUM ELITE DESK ASSOCIATE	9
QUALITY ASSURANCE EVALUATOR	5
SALES&SERVICES ASSOCIATE V	250
SITE SUPPORT SPECIALIST	1
SR WORKFORCE SPECIALIST	1
SRELITE SERVICES ASSOCIATE	32
TRAINER-OJT	1
WORKFORCE SPECIALIST	1
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Grand Total	447