



August 11, 2020

VIA E-MAIL

Susan Erben
TAA & Rapid Response Program Coordinator
Department of Labor and Workforce Development
Susan.erben@alaska.gov

RE: WARN Notice

Dear Ms. Erben,

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 HMSHost 6450 Airport Way, Fairbanks, AK 99709 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 Allison Newsham, Human Resources Business Partner at 206-717-0804.

Sincerely,

A handwritten signature in cursive script that reads 'Noelle Spafford'.

Noelle Spafford
Director of Operations

Job Title	Nuber of Impacted Associates
Barista	5
Bartender	2
Cook	3
Server	3
Shift Supervisor	3
Utility	3
Total	19



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Noelle Spafford
Director of Operations

Job Title	Number of Associates Impacted
Assistant F&B Operations Mgr	1
Barista	16
Bartender	16
Cook	11
F&B Multi-Operations Manager	1
F&B Operations Manager	4
Field HR Generalist	1
Food Preparer	4
HR Coordinator	1
Maintenance Utility	1
Server	23
Shift Supervisor	14
Starbucks Ops Mgr	1
Station Attendant	17
Storeroom Stock Clerk	4
Utility	8
Total	123