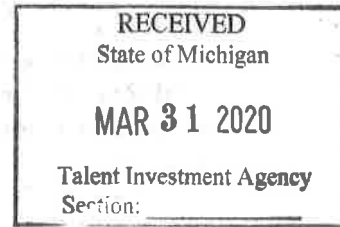


SCHULTE COMPANIES

March 23, 2020

VIA CERTIFIED U.S. MAIL

Workforce Development Agency, State of Michigan
WIOA Title I Section
201 N. Washington Sq., 5th Floor
Lansing, Michigan 48913
Attn: Krista Johnson



RE: WARN Act Notice

Dear Krista Johnson,

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) 650 E 24th St, Holland, MI 49423, (ii) 2300 Featherstone Road, Auburn Hills, MI 48326, (iii) 1520 E Mt Garfield Rd, Muskegon, MI 49444, (iv) 2300 Green Road, Ann Arbor, MI 48105, (v) 5200 28th Street SE, Grand Rapids, MI 49512, (vi) 1401 E Ellis Rd, Muskegon, MI 49444, (vii) 5050 Red Arrow Hwy, Stevensville, MI 49127, (viii) 3451 Rivertown Point Ct SW, Grandville, MI 49418, (ix) 631 Southpointe Ridge Rd, Holland, MI 49423, (x) 5250 28th Street SE, Grand Rapids, MI 49544.

The Company plans to initiate a series of mass layoffs of 213 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.

Should you have any questions regarding the information in this letter, please feel free to contact Stephanie Appel, Chief Human Resources Officer of Schulte Companies at 502.489.3737 or Stephanie.appel@schultehospitality.com.

Sincerely,

By: s/Stephanie R. Appel

Name: Stephanie R. Appel

Title: Chief Human Resources Officer, Schulte Companies

[Remainder of Page Intentionally Blank. Schedule I Follows.]

SCHULTE COMPANIES

Schedule I

ESTIMATED NUMBER OF LAYOFFS BY CATEGORY	
<u>JOB TITLE</u>	<u>APPROXIMATE NUMBER OF ASSOCIATES AFFECTED</u>
Associate General Manager	5
Auditor	4
Banquet Captain	1
Banquet Server	10
Bartender	2
Bellperson	5
Breakfast Bar Attendant	22
Chief Engineer Salary	2
Cook Hourly	8
Director of Sales	1
Executive Housekeeper	3
Front Office Supervisor Hourly	2
Guest Service Representative	19
Housekeeping Supervisor Hourly	2
Kitchen Manager Salary	1
Laundry Attendant	14
Maintenance Engineer	7
Maintenance Supervisor Hourly	4
Restaurant Manager Salary	1
Room Attendant	60
Room Utility	11
Rooms Inspector	3
Sales Assistant	2
Sales Manager Salary	6
Server	18

