

  
**B. F. SAUL COMPANY**  
HOSPITALITY GROUP

Workforce Development Agency, State of Michigan  
WOIA Title I Section  
Krista Johnson, Manager  
201 N. Washington Square, 5<sup>th</sup> Floor  
Lansing, MI 48913  
T: (517) 335-5858  
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**Re: B. F. Saul Company Hospitality Group  
Crowne Plaza Auburn Hills**

Dear Ms. Johnson:

We are submitting this notice of “plant closing” in compliance with the Final Rule Implementing the Worker Adjustment and Retraining Notification Act (WARN) and Section 3(a) of WARN, 29 U.S.C. §§2101, et seq., and 29 C.F.R. §639.7, even though it is more likely than not the job action referenced below is not a covered WARN event.

**1. Nature of planned action**

B. F. Saul Company Hospitality Group will be implementing a “plant closing” of its Crowne Plaza Auburn Hills in connection with the sale of the Hotel. The sale will permanently end B. F. Saul’s employment of the Hotel’s employees. The Buyer will determine which, if any, current employees of the Hotel will be offered employment, and on what terms. A majority of the Hotel’s employees were furloughed effective March 24, 2020, when the Hotel suspended operations unexpectedly due to the COVID-19 pandemic. On May 12, 2020, the Hotel terminated 43 furloughed full-time employees retroactive to April 30, 2020, once it became apparent that the pandemic would be more severe and last longer than could have previously been contemplated. That action did not impact at least 50 full-time employees, so it did not constitute a “mass layoff” under WARN. It is possible that the Buyer will offer employment to a sufficient number of the Hotel’s employees so that the sale, even if combined with the May 12, 2020 action, will not turn out to be a covered plant closing under WARN. Moreover, the May 12, 2020 action and the sale of the Hotel are separate and distinct actions that are not an attempt to evade WARN.

**2. Expected date of plant closing**

The plant closing will be implemented on or about June 3, 2020. Even though not likely a covered event under WARN, the Company is providing notice as soon as it was practicable, but less than 60 days’ notice, due to the unforeseen business circumstances of the COVID-19 pandemic and the impact it has had on the hospitality industry and the Crowne Plaza Auburn Hills Hotel. Such unforeseen

circumstances led to the initial unexpected suspension of operations and now the sale of the Hotel; the sale taking place in a much more expedited basis than has been typical for the Company in these types of transactions.

**3. Name and address of site where plant closing will occur**

Crowne Plaza Auburn Hills  
1500 N. Opdyke Road  
Auburn Hills, MI 48326

**4. Job titles of affected positions and numbers of affected employees in each job classification**

A list of all job titles of affected positions and number of employees in each job classification who will be affected by the plant closing is enclosed as Exhibit A.

**5. Applicable bumping rights**

There are no bumping rights.

**6. Name and address of chief elected officer of the Union representing affected employees**

N/A

**7. Name and telephone number of Company official to contact for further information**

Stephanie Ho  
Vice President of Human Resources  
B. F. Saul Company Hospitality Group  
7501 Wisconsin Ave., Suite 1500E  
Bethesda, MD 20814-6522  
(301) 986-6291

Yours truly,

Mark G. Carrier  
President

## EXHIBIT A

### AFFECTED JOBS AND NUMBER OF EMPLOYEES IN EACH CLASSIFICATION FOR TERMINATION DUE TO SALE OF HOTEL AS OF JUNE 3, 2020

<b>JOB TITLE</b>	<b>NUMBER OF EMPLOYEES</b>
General Manager	1
Cook	1
Banquet Food Waitstaff	1
Laundry Worker	1
General Maintenance	4
Controller	1
Chief Engineer	1
<b>TOTAL</b>	<b>10</b>

### AFFECTED JOBS AND NUMBER OF EMPLOYEES IN EACH CLASSIFICATION FOR TERMINATION AS OF APRIL 30, 2020

<b>JOB TITLE</b>	<b>NUMBER OF EMPLOYEES</b>
Accounting Clerk	1
Assistant Food & Beverage Director	1
Banquet Food Waitstaff	2
Bartender Bar PM	2
Cook	6
Director of Sales	1
Dishwasher	1
Executive Housekeeper	1
Food and Beverage Director	1
Guest Service and Sales Rep	1
Guest Services Manager	1
Assistant Guest Services Manager	1
Houseperson	2
Lounge Manager	1
Night Auditor	1
Room Attendant	9
Sales Manager	2
Sales Coordinator	1
Food Waitstaff	4
Bar Waitstaff	1
Housekeeping Inspector	1
Laundry Worker	1
<b>TOTAL</b>	<b>43</b>