

Appendix II

WARN Notice

CERTIFIED TRANSLATION

Villapol, Adele

From: Villapol, Adele
Sent: Tuesday, March 20, 2018 6:07 PM
To: paganyazmin@yahoo.com
Subject: Letter
Attachments: The Ritz-Carlton San Juan.pdf

Yazmin,

Good afternoon! Here is the letter mentioned during the conference call yesterday. If you have any questions please contact me.

March 19, 2018

Subject: Notice of termination from employment/Federal WARN Notice – The Ritz-Carlton, San Juan [located at 6961 Ave Gobernadores, Carolina, PR 00979-7000]

Dear Associate:


As you know, you were laid off from your job at The Ritz-Carlton, San Juan (the “Hotel”) as a consequence of the damages caused by the natural disasters Hurricane Irma and Hurricane Maria. The effective date of your layoff employment was October 6, 2017. Even though you have been laid off since September 2017, the Hotel continued paying your wages until December 14, 2017 and has been paying your healthcare benefits to present.

The Hotel is notifying you by way of this letter that as a direct result of the damages suffered and as a consequence of the previously mentioned natural disasters, the jobs of 584 employees of the Hotel, including you, will be terminated, effective April 30, 2018. The Hotel will continue paying your healthcare benefits until March 31, 2018.

We have not yet determined when we will reopen the Hotel to the public. However, you should make sure that the Hotel has your updated contact information so that we are able to contact you and thereby apply for a job when the Hotel is ready to reopen.

You are not entitled to bumping rights (in other words, the right to replace another associate and take that associate’s work position). We will do all that we can to provide you with other opportunities related to other work assignments on the island or outside of the island. Please feel free to visit <http://www.careers.marriott.com> to explore the opportunities that are available with the Company and in which you are interested. Moreover, you may be eligible for unemployment benefits. You can apply for unemployment benefits through the unemployment office of the Puerto Rico Department of Labor and Human Resources at (787) 945-7900.

If you have questions related to your retirement plan, please contact 4myhr by calling (888) 884-6947 to receive further information. If you have COBRA-related questions, please contact (787) 641/2738 extension 6315 or 6354.

 I, Juan E. Segarra, USCCI #06-067/translator, certify that the foregoing is a true and accurate translation, to the best of my abilities, of the document in Spanish which I have seen.