



March 26, 2020

Via Overnight Mail and Email (dlir.director@hawaii.gov)

Mr. Scott Murakami, Director
State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, Hawaii 96813

Re: Temporary Suspension of Operations; Temporary Layoffs; Conditional WARN Notice

Director Murakami:

Due to the severe economic impact the COVID-19 outbreak has had on the tourism and hospitality industry in Hawaii, Outrigger Hotels Hawaii, has made the difficult decision to temporarily suspend operations and/or conduct temporary layoffs at all of its properties throughout the State of Hawaii.

The temporary suspensions of operations began taking effect on March 25 and are currently scheduled through April 30, 2020. The temporary layoffs will begin to take effect on March 27 and are projected to last *up to* ninety (90) days. Employees may be recalled sooner (or later) as our properties reopen and our business needs change. In addition to the temporary layoffs, some employees have been laid off permanently. In total, 968 employees have been affected so far. Bumping will not be allowed.

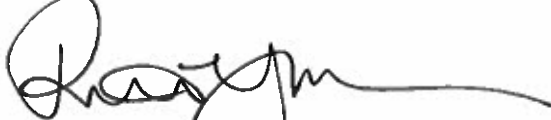
We currently expect the temporary layoff to last for less than six (6) months. In such instance, we do not believe the Worker Adjustment and Retraining Notification ("WARN") Act applies. Nevertheless, we are providing this notice out of an abundance of caution in the event circumstances change and the layoff exceeds six (6) months. Unfortunately, we were not able to provide this notice sooner due to the short amount of time within which the COVID-19 outbreak impacted our industry. Finally, assuming a WARN notice is somehow required, we submit this document under 29 U.S.C. § 2102(b) and 20 C.F.R. § 639.9, which allow for less than 60-days' notice to be provided in cases of unforeseeable business circumstances. In light of the current situation, we have given as much notice as was practicable under the circumstances.

Our properties are non-union, except for the Napili Shores Maui by Outrigger, which is represented by the International Longshore and Warehouse Union, Local 142. Donna Domingo is the President of the ILWU, Local 142, and her mailing address is 451 Atkinson Drive, Honolulu, Hawaii 96814.

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Should you have any questions or require further information regarding this matter, please contact Ruthann Yamanaka at (808) 921-6950 or email at ruthann.yamanaka@outrigger.com. Our business address is 2375 Kuhio Avenue, Honolulu, Hawaii 96815.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ruthann Yamanaka', with a long horizontal flourish extending to the right.

Ruthann Yamanaka
Sr. Vice President, Chief People Officer

cc: Mayors' Offices for the Counties of
Honolulu, Hawaii, Kauai and Maui
Donna Domingo, ILWU