

March 26, 2020

Statewide Rapid Response Coordinator
dlir.workforce.council@hawaii.gov

Honorable Kirk Caldwell
Mayor, City and County of Honolulu
mayor@honolulu.gov

Re: WARN Act Notice – Park Shore Waikiki Hotel

To Whom It May Concern:

The escalating COVID-19 public health crisis continues to have a profound and sustained impact on the global economy and has created unprecedented challenges for the lodging industry. The COVID-19 pandemic has caused our hotel to suffer an enormous loss of business, resulting in the loss of work opportunities and temporary layoffs.

We do not believe that the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §§ 2101-09 (the "WARN Act") is applicable to this situation. However, out of an abundance of caution, Highgate Hotels, L.P., as the employer of the employees at the Park Shore Waikiki Hotel ("Hotel"), 2586 Kalakaua Ave, Honolulu, HI 96815, is providing this notice to comply with any obligations it may have under the WARN Act.

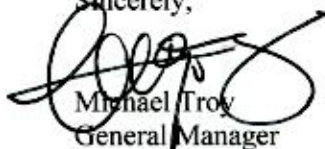
The actions being taken by the Hotel were caused by COVID-19-related business circumstances that were not reasonably foreseeable as of the time that notice would have been required. As you are probably aware, the COVID-19 pandemic prompted numerous restrictions on travel and group meetings. This led to the recent cancelation of most guest reservations and other anticipated Hotel business for the next two to three months. We are providing this notice at the earliest possible time in light of rapidly changing developments.

Affected employees have been or will be placed on temporary layoff status effective during the 14-day period beginning March 13, 2020 and ending March 27, 2020. No bumping rights exist. No employees are represented by a union.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification.

Please contact me at (808) 921-7610 or mtroy@highgate.com if you have any questions.

Sincerely,



Michael Troy
General Manager

Enclosure

| Job Classification | Affected Number of Employees |
|---------------------------|-------------------------------------|
| Bellperson | 10 |
| Chief Engineer | 1 |
| Engineering | 3 |
| Engineering Supervisor | 1 |
| Director of Front Office | 1 |
| Guest Service Agent | 6 |
| Guest Service Manager | 6 |
| House Attendant | 1 |
| Housekeeping Supervisor | 2 |
| Laundry Attendant | 3 |
| Night Auditor | 1 |
| Reservation Agent | 1 |
| Room Attendant | 25 |
| Staff Accountant | 1 |