

Soleil Management Hawaii, LLC

March 30, 2020

Via Mail:
State Department of Labor & Industrial Relations
Director's Office
830 Punchbowl Street, Room 321
Honolulu, HI 96813

Via Email at
dlir.workforce.council@hawaii.gov
Statewide Rapid Response Coordinator

Via Mail:
Honolulu Mayor's Office
Honolulu Hale
530 S. King Street
Honolulu, HI 96813

Dear Gentilepersons:

This letter is to inform you Soleil Management Hawaii, LLC (the "Company") intends to temporarily suspend its entire operations at the following four (4) resorts ("Resorts"): *Gardens at West Maui*, located at 5500 Honoapiilani Hwy, Lahaina, Maui, HI 96761; *Kahana Villa*, located at 4242 Lower Honoapiilani Hwy, Lahaina, Maui, HI 96761; *Kahana Beach*, 4221 Lower Honoapiilani Hwy, Lahaina, Maui, HI 96761; and *Hono Koa*, 3801 Lower Honoapiilani Hwy, Lahaina, Maui, HI 96761, and partial operations at *Sands of Kahana*, 4299 Lower Honoapiilani Hwy, Lahaina, Maui, HI 96761. We expect this suspension of operations and temporary, unpaid furloughs commenced March 27, 2020.

A total of 3 employees at *Gardens at West Maui*, a total of 7 employees at *Kahana Villa*, a total of 4 employees at *Kahana Beach*, a total of 2 employees at *Hono Koa*, a total of 88 employees at *Sands of Kahana* were temporarily furloughed from their employment due to this suspension of operations. The first furloughs took place March 27, 2020. These furloughs will continue indefinitely but are intended to be temporary and last less than six months. Please be advised bumping rights do not exist.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act or the Hawaii Dislocated Worker Act, we thought it appropriate to give you this notice. We are taking this action because of business circumstances related to COVID-19 that were not reasonably foreseeable. While we would have liked to have provided you more notice of this action, we were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's March 11, 2020 pandemic declaration, the March 13, 2020 Declaration of a National Emergency by the President of the United States, and the COVID-19 related Emergency Declarations and Directives issued by the Governor of Nevada.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

For further information, please contact me at (702) 967-5050.

Very truly yours,

Eva Anaya
VP Human Resources