

TIMBERS
RESORTS

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE
2020 MAY 29 PM 4: 14

Date: May 21, 2020

To: Director
Department of Labor and Industrial Relations

RE: Timbers Kauai (Timbers Hawaii Employees LLC) Reduction in Force

Due to unforeseen business circumstances related to COVID-19 and continued closures, quarantines and travel restrictions that have persisted beyond original expectations, Timbers Hawaii Employees LLC has made the difficult decision to conduct a Reduction in Force of 48 employees. We do not expect additional employees to be affected by this RIF and all remaining employees are currently working or have been advised of a recall date. While we are not currently subject to WARN Act (Worker Adjustment and Retraining Notification), we are submitting the attached Notices pursuant to the WARN Act as it has become increasingly difficult to forecast future business with the continued travel restrictions and closures.

Stay safe and well, Aloha!

Julie Howe

Julie Howe
Corporate Director of Human Resources
Timbers Resorts
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WARN NOTIFICATION LETTER

5/21/2020

Director
State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

RE: Timbers Kauai Reduction in Force

Pursuant to the WARN (Worker Adjustment and Retraining Notification) Act, 29 U.S.C. 2101, et. seq. and possibly the Dislocated Workers Act, Chapter 394B, HRS, notification is hereby given that Timbers Hawaii Employees LLC, located at 3770 Ala'oli Way, Lihue, HI.

- Is permanently laying off 48 employees, and the first layoff date is expected to occur on May 24, 2020. The layoff for all 48 employees will occur on this date.
- There are a total of 163 employees (132 of which are permanent full time employees) working at Timbers Hawaii Employees LLC, located at 3770 Ala'oli Way, Lihue, HI 96766.
- This action is a result of unforeseen business circumstances related to COVID-19 and continued closures, quarantines and travel restrictions that have persisted beyond original expectations. As a result, Timbers Kauai has been forced to re-evaluate forecasted business levels, staffing levels, and the anticipated negative economic impacts of sustained drops in occupancy and sales. This reevaluation has resulted in a reorganization resulting in permanent layoffs.
- The local point-of-contact is Jennifer Tone, Human Resource Manager, 808.320.7416.
- All affected employees have been properly notified.
- Attached is a list reflecting the affected positions, and number of affected employees in each job classification.
- This company is not union.
- Bumping rights do not exist.

Eric Cucchi

Eric Cucchi

General Manager, Timbers Kauai

1 Acct	Accounting Coordinator
4 Guest Services	Bell
2 Guest Services	Front Desk Agent
1 Guest Services	Night Auditor
9 LP	Loss Prevention
5 Landscaping	Groundskeeper
3 HSK	Housekeeper
1 HSK	Houseperson
1 HSK	Room Coordinator (FT)
1 R&M	Facility Maintenance
1 Recreation	Activities Coordinator
1 Recreation	Fitness Coordinator
1 F&B	Bartender
4 F&B	Server
1 F&B	Busser
1 F&B	Busser
3 F&B	Host/Hostess
1 F&B	Food Expeditor
1 F&B	Cook 2
4 F&B	Cook 3
2 F&B	Dishwasher

ORIGIN ID: ORLA (407) 775-2100
JULIE HOWE
TIMBERS RESORTS
1031 W MORSE BLVD
SUITE 350
WINTER PARK, FL 32789
UNITED STATES US

SHIP DATE: 22MAY20
ACTWGT: 1.00 LB
CAD: 104085077/NET4220
DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
BILL TO: DIRECTOR'S OFFICE

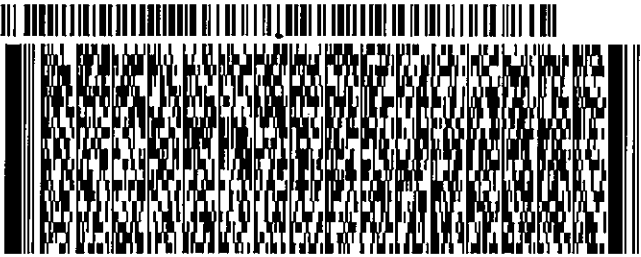
TO DIRECTOR
STATE DEPARTMENT OF LABOR
830 PUNCHBOWL STREET
ROOM 321
HONOLULU HI 96813

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(808) 586-8844 REF:
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PO:

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TUE - 26 MAY PM
PRIORITY OVERNIGHT

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