June 1, 2020

Director
Hawaii State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321 Honolulu, HI 96813
diir.workforce.council@hawaii.gov

Mayor Harry Kim
County of Hawaii
74-5044 Ane Keohokalole Highway, Bldg C
Kailua-Kona, HI 96740

Re: WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that Marriott Hotel Services, Inc., doing business as Waikoloa Beach Marriott Resort & Spa (the “location”), located at 69-275 Waikoloa Beach Drive, Waikoloa, HI 96738, has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, “temporary actions”) for 293 of the location’s 313 employees.

These temporary actions began at the location on March 27, 2020, and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis (“COVID-19”), a natural disaster, including the World Health Organization’s pandemic declaration, the President’s declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.
I have enclosed a list of the affected employees whom you represent, along with their job titles. Bumping rights may be available to some affected employees, based on contract requirements and individual circumstances.

This notice is given pursuant to the federal Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, et seq., and any comparable state law, to the extent such laws apply.

Please feel free to contact me at 808-886-8100 if you have any questions.

Sincerely,

[Signature]

Steve Yannarell
General Manager

Enclosure
<table>
<thead>
<tr>
<th>Job Title</th>
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