Kyoya
Ohana, LLC

June 2, 2020

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

Re: WARN Notice

Dear Mr. Scott Murakami:

This letter is to notify you that Kyo-ya Hotels & Resorts, LP, dba Kyo-ya Company, Ltd, Sheraton Waikiki, The Royal Hawaiian, Sheraton Princess Kaiulani, the Moana Surfrider, a Westin Resort, Central Resources Team, Sheraton Maui, and Marriott International, located at 2255 Kalakaua Avenue 2nd Floor Honolulu, Hawaii 96815 has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for **Sheraton Waikiki Hotel and Central Resources Team** of the location's **1,188** employees.

These temporary actions began at the location on March 12, 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.

This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

Kyoya
Ohana, LLC

Approximately 1,002 of the affected employees are represented by the Unite Here – Local 5 Union. Below I have provided contact information for the chief elected union officer:

Ms. Gemma G. Weinstein
President
Unite Here - Local 5
1516 S King Street
Honolulu, Hawaii 96826
808-358-2429
GWeinstein@5.unitehere.org

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Bumping rights (that is, the right to claim another job at the company) may be available to some union-represented employees, based on contract requirements and individual circumstances. Each union representative has been notified of the temporary actions applicable to their members. Non-union employees do not have bumping rights. Each affected non-union employee has been notified of the specific temporary action applicable to them.

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

For further information, please contact me at 808-931-8492.

Sincerely,

Trevor Bracher
Complex Director of Human Resources

Enclosure

Kyoya Ohana, LLC

Sheraton Waikiki Hotel

Job Position Title	Headcount Per Job Position Title
A/C Refrigeration Spec Count	3
Administrative Assistant Count	1
Apprentice Count	4
Apprentice Maintenance Other Count	1
Asia Guest Service Manager Count	1
Assistant Arrival Manager Count	1
Assistant Auditor Count	1
Assistant Cook Count	3
Assistant Dir of Housekeeping Count	1
Assistant Director of Finance Count	1
Assistant Director, Banquets Count	1
Assistant Head Steward Count	3
Assoc Dir, Mtgs & Events Asia Count	1
Asst Bell Captain Count	5
Asst Manager, Stewarding Count	1
Asst Mgr, Restaurants & Bars Count	3
Asst Pantry Count	1
Asst Pastry Cook Count	1
Asst Senior Storekeeper Count	3
Banquet Porter Count	12
Bar Porter Count	9
Bartender Count	9
Bell Valet Count	1
Bellhelp - Day Count	29
Bellhelp - Night Count	1
Breakfast Cook Count	5
Bushelp Count	11
Carpenter Foreman Count	2
Carpenter Journeyman Count	4
Carpenter Locksmith Count	2
Carpenter/Mason Count	3
Cashier/Hosthelp Count	4
Chief Engineer Count	1
Club Lounge Attendant Count	13
Club Lounge Receptionist Count	3
Cocktail Waithelp Count	49
Combination Bartender Count	24
Cook Helper Count	23
Credit Manager Count	1
Department Coordinator Count	1

Sheraton Waikiki Hotel

Job Position Title	Headcount Per Job Position Title
Dining Room Steward Count	8
Dinner Cook Count	17
Director of Housekeeping Count	1
Director, Banquets Count	1
Director, Restaurants & Bars Count	1
Door Attendant-Aloha Landing Count	2
Door Attendant-part/VIP Count	3
Electrician Foreman Count	2
Electrician Journeyman Count	10
Engineering Administrator Count	1
Engineering Manager Count	1
Exec Sous Chef Count	2
Executive Admin Assistant Count	3
Executive Chef Count	1
Executive Steward Count	1
F/B Cashier Count	8
Fountain Dispenser Count	8
Front Desk Manager Count	1
Front Office Manager Count	1
Front Service Clerk Count	6
Fry Cook Count	17
General Cashier Count	1
General Maintenance - KenFixIt Count	1
General Manager, Restaurants Count	2
GSA - Night Count	1
GSA Working Supervisor Count	3
GSA Working Supv - Night Count	2
GSA-Day Count	25
Guest Experience Coordinator Count	3
Guest Experience Manager Count	1
Guest Service Assistant Mgr Count	19
Guest Services Manager Count	3
Head Banquet Porter Count	3
Head Butcher Count	1
Head GardeManger Count	1
Head Pantry Count	1
Head Telephone Operator Count	2
Head Utility Steward Count	3
Hosthelp Count	9
Housekeeper I-Gen Cleaners Count	39

Kyoya
Ohana, LLC

Sheraton Waikiki Hotel

Job Position Title	Headcount Per Job Position Title
Housekeeper II Count	4
Housekeeper II - Night Count	20
Housekeeper I-Rooms/Day Count	192
Housekeeping Clerk Count	5
Housekeeping Manager Count	5
Human Resources Coord Count	1
Human Resources Manager Count	1
Laborer Count	8
Laundry Attendant II Count	3
Linen Room Attendant Count	1
Lobby Greeter Count	1
Maintenance - Utility Count	4
Maintenance Clerk Count	1
Manager, Restaurants Count	1
Manager, Restaurants & Bars Count	1
Mechanic Foreman Count	1
Mechanic Journeyman Count	4
Mechanic Journeyman - HLP Count	2
Meeting & Event Manager Count	1
Painter Journeyman Count	5
Pantry Count	6
Parking Valet Count	11
Pastry Chef - Hourly Count	1
Pastry Cook Count	3
Plumber Foreman Count	1
Plumber Journeyman Count	5
Restaurant Sales Manager Count	1
Retail Assistant Manager Count	3
Revenue Manager Count	1
Revenue Manager - On-line Count	1
Rooms Coordinator Count	1
Seamstress Count	2
Second Cook Count	3
Senior Storekeeper Count	1
Sous Chef Count	1
Storage Room Clerk Count	1
Storekeeper Count	6
Telephone Operator - Day Count	16
Telephone Operator - Night Count	1
Timekeeper/Receiving Clerk Count	1

Sheraton Waikiki Hotel

Job Position Title	Headcount Per Job Position Title
Uniformed Services Manager Count	1
Upholsterer Foreman Count	1
Upholsterer Journeyman Count	2
Util-Buffet Food Runner Count	13
Utility Steward Count	67
Utility Steward - Night Count	6
Waithelp Count	108
Waithelp Captain Count	7
Working Sous Chef Count	3
Working Sup - Food Outlet Count	2
Grand Count	995

Kyoya
Ohana, LLC

Central Resources Team

Job Position Title	Headcount Per Job Position Title
Account Director, Asia Count	3
Account Director, Catering Count	1
Account Director, Group Count	1
Account Director, Leisure Count	1
Accounting Clerk Count	12
Accounting Coordinator Count	3
Accounting Manager Count	3
Accounts Receivable Rep Count	1
Admin Asst - SS Pool Count	1
Administrative Assistant Count	3
Assistant Auditor Count	4
Assistant Director of Finance Count	2
Assistant Head Gardener Count	1
Assistant Reservations Manager Count	1
Assistant Systems Analyst Count	1
Assoc Dir, Catering/Event Mgmt Count	1
Asst Director of Technology Count	1
Asst F/B Controller Count	1
Asst Mgr-Credit & Collections Count	1
Buyer Count	2
Chief Clerk/Bookkeeper Count	1
Collection Representative Count	3
Complex Dir of On-Line Marketing Count	1
Complex Dir of Safety & Sec Count	1
Complex Director of Training Count	1
Department Coordinator Count	5
Dir of Catering & Event Mgmt Count	1
Dir of F/B Controls Count	1
Dir. of Public Relation Count	1
Director of Cultural Services Count	1
Director of Purchasing Count	1
Director of Technology Count	1
Director, Asia Groups Count	2
Director, Credit & Collections Count	1
Director, TRC Count	1
Executive Admin Assistant Count	1
F/B Control Clerk Count	3
File Clerk Typist/Mail Count	1
Financial Analyst Count	1
Gardener Count	10

Central Resources Team

Job Position Title	Headcount Per Job Position Title
Gardener 1st Class Count	4
Grounds/Landscaping Manager Count	1
Human Resource Generalist Count	1
Human Resources Coord Count	4
Human Resources Manager Count	2
Income Auditor Count	3
Intern Count	1
Junior Accounting Clerk Count	2
Manager IT Count	5
Meeting & Event Manager Count	2
Night Auditor Count	7
Public Relations Manager Count	1
Purchasing Manager Count	1
Reservations Clerk Count	18
Reservations Manager Count	3
Reservations Supervisor Count	3
Sales Coord, Cater & Event Mgm Count	2
Sales Coordinator Count	7
Sales Coordinator, Catering Count	2
Sales Manager, Asia Count	1
Sales Manager, Catering Count	4
Sales Manager, Group Count	1
Sales Manager-Multi Count	3
Sales Specialist Count	2
Security Officer Count	2
Security Supervisor Count	1
Senior Accounting Clerk Count	2
Senior HR Manager Count	2
Senior Resv Clerk Count	9
Sr. Accounting Manager Count	1
Systems Analyst Count	1
Telecommunications Manager Count	1
Timekeeper/Receiving Clerk Count	3
Trainee Count	1
Travel Coordinator Count	8
Grand Count	193

Trevor Bracher, HR
2255 Kalakaua Avenue
Honolulu, HI 96815

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 JUN -4 AM II: 07

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