

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 JUN 12 PM 12: 19

TO: Director, State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
Fax: (808) 586-9099

Mayor Derek S. K. Kawakami, Kaua'i County
4444 Rice Street, Suite 235
Lihue, HI 96766
Email: mayor@kauai.gov

FROM: Dan King, General Manager

DATE: June 8, 2020

VIA: Electronic Mail and U.S. Mail

SUBJECT: WARN Act Notice

I am writing on behalf of Hyatt Corporation ("Hyatt") with respect to the GRAND HYATT KAUAI RESORT & SPA (the "Hotel"), at 1571 Poipu Road, Koloa, HI 96756, USA.

The COVID-19 pandemic initially prompted numerous restrictions on travel and group meetings that resulted in a drop in our business. As a business that caters to global travelers and hosts large events around the world, this pandemic impacts us immensely. Due to this crisis, employees at the Hotel have been impacted by temporary furloughs, beginning on March 29, 2020.

We were hopeful that the restrictions and associated loss in revenue would be temporary. Since that time, it has recently become apparent that there will be longer-term revenue impacts as a result of the continued spread of the virus, extensions of various government-mandated "shelter-in-place" and "mass gathering" orders, cancellation of conferences and events, and significant decline in travel, all of which have resulted in the sudden and unexpected effective shutdown of much of our business.

While there are encouraging signs that our economy can begin to reopen in some areas, it has now become clear that the demand for travel, events, and hospitality services will take substantially longer to resume than previously anticipated. With likely on-going social distancing until a reliable COVID-19 vaccine or treatment becomes available, we cannot predict when our way of doing business will return to "normal."

With such a significant reduction in our business in a rapidly evolving situation, we have to make painful choices that would have seemed unthinkable just a short time ago. The reality is we need to take further action to support the long-term operation of the company in a completely new operating environment.

We initially anticipated that employee furloughs at the Hotel would be temporary. Due to the sudden, dramatic, and unforeseeable additional impact of this pandemic on our business that is outside of our control, unfortunately, we must now engage in some employee separations that are expected to be permanent, some conversions of furloughs to temporary layoffs without employment benefits, and some extensions of employee furloughs with employment benefits. This is a partial closure; not all employees at the Hotel will be impacted.

Enclosed is a listing, for each of the employment actions described above, of the job titles of positions to be affected, the number of affected employees in each job classification, and the anticipated schedule of the employment actions.

Some of the affected employees are represented by the following local and international union:

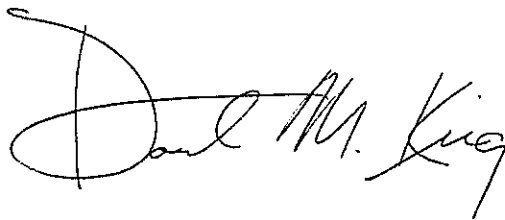
Donna Domingo, President
INTERNATIONAL LONGSHORE & WAREHOUSE UNION Local 142
451 Atkinson Drive
Honolulu, HI 96814

William E. Adams, International President
INTERNATIONAL LONGSHORE & WAREHOUSE UNION
1188 Franklin Street, 4th Floor
San Francisco, CA 94109-6800

Any bumping rights available to bargaining unit members will be governed by the applicable collective bargaining agreement provisions. There are no bumping rights for non-bargaining unit employees.

We regret that we were not able to provide advance notice of this action. Due to the impacts of COVID-19, we are providing this information at the earliest practicable time based on current business information.

Please contact me at 808.742.1234 or via email at dan.king@hyatt.com if you have any questions about this notice.

A handwritten signature in black ink that reads "Dan M. King". The signature is written in a cursive style with a large, looped initial "D".

Attachment A – Employees Affected by Permanent Separations

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	ANTICIPATED SEPARATION DATES
Administrative Assistant	4	June 26, 2020
Area Recruiting Manager	1	June 26, 2020
Assistant FS Rest Manager	1	June 26, 2020
Front Office Manager	1	June 26, 2020
HR Coordinator	1	June 26, 2020
Information Technology Analyst	1	June 26, 2020
Productivity Manager	1	June 26, 2020
Sales Manager-Transient	1	June 26, 2020

Attachment B – Employees Affected by Conversions of Furloughs With Employment Benefits to Temporary Layoffs Without Employment Benefits

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	ANTICIPATED DATE OF CONVERSION
Assistant F&B Manager	2	
Assistant Front Office Manager	1	
Chef Tournant	1	
Event Services Manager	1	
Pastry Chef	1	
Sous Chef	1	
Corporate Management Trainee	3	
Spa Asst Director	1	

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	ANTICIPATED DATE OF CONVERSION
Assistant F&B Manager	2	July 1, 2020
Assistant Front Office Manager	1	July 1, 2020
Chef Tournant	1	July 1, 2020
Event Services Manager	1	July 1, 2020
Pastry Chef	1	July 1, 2020
Assistant Sp Rest Manager	1	July 1, 2020
Assistant Stewarding Manager	1	July 1, 2020
Asst Event Services Manager	1	July 1, 2020
Chef De Cuisine	1	July 1, 2020
Concierge Manager	1	July 1, 2020
Corporate Management Trainee	3	July 1, 2020
Esthetician	2	July 1, 2020
Fitness Consultant	4	July 1, 2020
Grounds Attendant - Wildlife	1	July 1, 2020
Guest Services - Lead	1	July 1, 2020
Hair Stylist	2	July 1, 2020
Manicurist	3	July 1, 2020
Massage Therapist	22	July 1, 2020
Regency Club Concierge	8	July 1, 2020
Sushi Chef	1	July 1, 2020

**Attachment C – Employees Affected by Extensions of Temporary Furloughs With
Employment Benefits**

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED
Administrative Assistant	6
Assistant F&B Director	1
Attendant	3
Bar Attendant	7
Bartender	30
Bell Attendant	14
Bellstand-Lead	3
Beverage Attendant	1
Buffet Attendant	4
Business Center Manager	1
Butcher	1
Camp Hyatt - Lead	2
Camp Hyatt Attendant	3
Cashier	9
Cashier/Order Taker	5
Clerk	6
Cook 1- Entry	19
Cook 2	24
Cook 3	18
Cook 4	10
Deli Attendant	10
Door Attendant	3
Driver	1
Event Manager	3

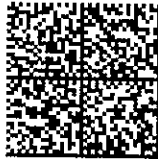
Event Services - Lead	4
Fitness Consultant	1
Gnrl Maint Engineer B	10
Gnrl Maint Engineer C	8
Gnrl Maint Engineer D	5
Greet/Cash/OT	3
Greeter	17
Grounds Attendant	7
Grounds Attendant- Chemical App	1
Grounds Attendant- Equipment Op	1
Host	13
Housekeeping Coordinator	3
Houseperson - Events	10
Houseperson - Housekeeping	10
Laundry - Lead	3
Laundry Attendant	12
Linen Attendant	13
Operator	7
Pro	2
Public Areas Attendant	18
Recreation - Lead	1
Recreation Attendant	10
Reservationist	4
Restaurant - Lead	1
Room Attendant	66
Room Attendant 2	2

Runner - F&B	14
Runner - Housekeeping	9
Sales Manager-Group	3
Seamstress/Tailor	1
Senior Event Manager	1
Server Assistant	22
Server-Beverage	27
Server-Events	44
Server-Restaurant	33
Server-Room Service	12
Spa Attendant	7
Spa Reception Agent	7
Spa Treatment Coordinator	1
Steward	33
Stewarding-Lead	4
Storeroom Attendant	9
Sushi Cook Ii - Mid Lvl	6
Turndown Attendant	5
Valet - Car	8
Valet - Laundry	4
Wardrobe Attendant	3
Washer	3

GRAND | HYATT

GRAND HYATT KAUAI RESORT & SPA
1571 Poipu Road
Koloa, Kauai, HI 96756 USA

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