

TRUMP® INTERNATIONAL HOTEL

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By Jan Kusakabe at 4:02 pm, Jun 22, 2020

June 22, 2020

Mr. Scott Murakami, Director
State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
By E-mail: dliir.director@hawaii.gov

Mayor Kirk Caldwell
City and County of Honolulu
530 South King Street, Room 300
Honolulu, HI 96813

To Whom it May Concern:

I write to update the March 30, 2020, notice that Irongate Azrep BW LLC, d/b/a Trump International Hotel Waikiki (the “Hotel”) provided you regarding the reduction of staffing levels at the business operations at 223 Saratoga Rd., Honolulu, Hawaii 96815, due to the unforeseen business circumstances caused by the natural disaster and spread of the novel coronavirus (COVID-19) and the government mandated closures in response to the COVID-19 pandemic. These reductions began on March 7, 2020, or within a 14-day period starting on that date.

The initial government stay-at-home order, travel prohibition, mandatory self-quarantine periods for travelers, and closures of restaurants and non-essential businesses began in March 2020 and were set to expire after a short period. Since that time, however, the government orders have been extended multiple times for reasons beyond our control. The reopening plans of the State of Hawaii have no clear timelines, the State has again extended travel restrictions through at least July 31, 2020, and it has now become apparent that the government directives have significantly impacted the hospitality industry and our operation will remain limited for some time for these and other reasons beyond our control. Thus, we have had to reassess our initial understanding of the circumstances facing the Hotel given new and unforeseeable information about the severity and duration of the adverse effects of the COVID-19 pandemic on our business and industry.

As a result, we want to update you that based upon the information available to us, we now anticipate that at least some of the temporary indefinite furloughs and reduced work schedules for employees that we previously notified you of will last at least six (6) months. Approximately 159 employees on furlough or reduced work schedule are affected. In addition, we made the difficult decision that the temporary indefinite furloughs of two employees became permanent employment separations on June 22, 2020.

None of the employees are represented by a union. There are no bumping rights.

The Hotel provided the affected employees with notices of this action. A list of job titles and the number of employees in affected positions, as well as any other information required pursuant to

20 C.F.R. § 639.7(f), will be maintained on site and readily accessible to the state dislocated worker unit and to the units of general local government.

We were unable to provide you with notice of these actions earlier because the length and extent of the adverse business circumstances resulting from COVID-19, and its changing effects upon our community, business, and industry, were not foreseeable when employees were temporarily furloughed or laid off indefinitely.

This notice is based upon the best information currently available. Various factors may affect these plans. We will inform you of any significant changes.

To the extent the Hotel's actions in response to the COVID-19 emergency constitute a plant closing or mass layoff for purposes of the federal Worker Adjustment and Retraining Notification Act or similar state law, this letter is intended to fulfill any requirements under those acts. By providing this information, however, the Hotel does not concede that those acts apply or that this notice is otherwise required.

Company Name: Irongate Azrep BW LLC
Facility Address: 223 Saratoga Rd., Honolulu, HI 96815

If you desire additional information, please contact me as employer representative through the following contact information:

Scott Ingwers, Regional Vice President & Managing Director
Trump International Hotel Waikiki
223 Saratoga Rd., Honolulu, HI 96815
(808) 683-7409
Email: singwers@trumphotels.com

Very truly yours,



Scott Ingwers
Regional Vice President & Managing Director