



DEPT. OF LABOR AND INDUSTRIAL RELATIONS DIRECTOR'S OFFICE

2020 AUG -6 AM 11:53

Via Certified Mail: 7009 2250 0001 6983 3201

August 3, 2020

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

Re: Notice of Job Actions

Dear Mr. Murakami:

This letter is to inform you that, due to the unprecedented and ongoing impact of the novel coronavirus and related governmental actions, Hilton Hotel Employer HI LLC ("Company") is taking the job actions described on the attached schedule affecting employees who work at Hilton Hawaiian Village, 2005 Kalia Road, Honolulu, Hawaii 96815.

We are taking these actions because of COVID-19 related business circumstances that were not reasonably foreseeable at the time notice would have been required. We did not and could not have foreseen how broadly and deeply the COVID-19 epidemic would spread and affect our business; nor did we foresee that "lockdown" orders, initially issued for short durations in certain specific cities, would spread throughout the country and be constantly and continually extended and/or changed, thus not merely interrupting commerce and travel for a short period, but now disrupting commerce and travel for the foreseeable future. For example, the state recently extended its order requiring a 14 day mandatory quarantine for travelers to Hawaii from outside the state. Contrary to our expectations governmental orders continue to impose substantial limits on our operations at this location (such as social distancing guidelines, limits on large public gatherings, and capacity limitations). We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties Hilton and our entire industry face in projecting future staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these factors and the rapidly evolving impact of the novel coronavirus epidemic national disaster and national emergency. We are providing this notice as the Worker Adjustment and Retraining Notification Act, and any applicable state law, encourages employers to provide information even when a notice requirement does not exist. To the extent that the Hotel's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and any applicable state law, this letter is intended to fulfill any notice requirements.

Sincerely,

Julie Walker (handwritten signature)

Julie Walker
Area Director of Human Resources

Enclosure (Schedule of Job Actions)

HILTON HAWAIIAN VILLAGE WAIKIKI BEACH RESORT
2005 Kalia Road | Honolulu, HI 96815-1999
T: +1 808 949 4321 | www.hiltonhawaiianvillage.com

SCHEDULE OF JOB ACTIONS
Location Address: 2005 Kalia Road, Honolulu, Hawaii 96815
As of July 31, 2020

Temporary Furloughs:

The Company first made changes to employment at this hotel in response to the COVID-19 pandemic on March 8, 2020, at which time it was forced to implement temporary furloughs. The Company reasonably expected these furloughs to last 6 months or less.

Positions Now Affected by Temporary Furloughs Expected to Last Longer Than Six Months:

The Company now expects the temporary furloughs of approximately 1880 employees to last longer than 6 months. The Company is still hopeful that it may be able to return some of these employees to work sooner, but that is no longer the Company's best estimate based on the information available to it at this time.

Additional Information:

The following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available broken down by location if multiple locations are involved.





Hilton

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Director

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