



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 AUG 31 PM 12: 11

August 27, 2020

VIA CERTIFIED MAIL AND E-MAIL (if applicable)

Director State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI, 96813

Mayor Michael P. Victorino
Mayor of Maui County
200 S. High St.
Kalana O Maui Bldg 9th Fl.
Wailuku, HI 96793
Mayors.Office@co.maui.hi.us

Maui Unemployment Office
54 South High St., Rm 201
Wailuku, HI 96793-2198
dlir.ui.maui@hawaii.gov

Re: WARN Notice for Four Seasons Resorts Lana'i

To Whom it May Concern:

Please accept this letter as notification on behalf of Lana'i Resorts, LLC ("Four Seasons Resorts Lana'i") that due to the unforeseeable, unanticipated and substantial reduction in business levels resulting from the sudden and widespread impact of an infectious disease pandemic known as Coronavirus Disease 2019 ("COVID-19"), employees at Four Seasons Resorts Lana'i, located at 1 Manele Bay Road and/or 1 Keomoku Highway, Lana'i City, HI 96763 will be furloughed or temporarily laid off starting on or about August 11, 2020. The entire property and its operations will be closed for business for the foreseeable future.

This Notice is provided to you in accordance with the Federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §2101 et. seq. ("WARN Act") and HAW. REV. STAT. § 394B-1, et seq. This notice is unfortunately provided less than 60 days before the effective date of furlough and layoff. While the WARN Act ordinarily requires 60-days advance notice, due to the rapid spread of the pandemic COVID-19 and the multiple Statewide Emergency Proclamations, compliance with such requirement was not possible. The furlough and layoff were the result of business circumstances that were not reasonably foreseeable at the time that notice would have been required. Therefore, this notice is given as soon as practicable under the given circumstances.



A total of 752 individuals who are employed by Four Seasons Resorts Lana'i will be furloughed. A total of 492 individuals who are employed by Four Seasons Resorts Lana'i in positions represented by the International Longshore and Warehouse Union ("ILWU") will be temporarily laid off. A list of the job titles of the employees who will be affected by the furlough and temporary lay off, and the number of employees with each job title, is attached.

The furlough and lay off will start on or about August 11, 2020. Four Seasons Resorts Lana'i intends for this furlough and layoff to be temporary; however, given the unknown certainty surrounding COVID-19, it is possible that the furlough and layoff become permanent. Employees represented by ILWU may have limited bumping rights pursuant to the collective bargaining agreement. 492 employees are covered by a collective bargaining agreement. Furloughed employees will not have the right to bump other employees.

Pursuant to the requirements under the WARN Act, all potentially impacted employees have been notified of the above information as of this date.

You may direct any further inquiries concerning this situation to Lauren Snow at 808-333-7433 or Lauren.Snow@FourSeasons.com.

Sincerely,

A handwritten signature in black ink, appearing to read "AMSA", with a horizontal line extending to the right.

Alastair McAlpine
General Manager
Four Seasons Resorts Lana'i