

FOH HOSPITALITY, LLC

WESTIN NANEA OCEAN RESORT & VILLAS: 45 Kai Malina Parkway, Lahaina, HI 96761

September 2, 2020

Via Email (David.M.Morihara@hawaii.gov) and U.S. Mail

David Morihara

WIOA Specialist / Statewide Rapid Response Coordinator

Workforce Development Council

830 Punchbowl Street, Room 417

Honolulu, HI 96813

Via Email (mayors.office@mauicounty.gov) and U.S. Mail

Maui County

Mayor Michael P. Victorino

Kalana O Maui Bldg., 9th Floor

200 S. High Street

Wailuku, Hawaii 96793

Re: WARN Notice — Extended Furloughs

Dear Mr. Morihara and Mayor Victorino:

Due to the sudden, dramatic, and, unfortunately, continuing effects of the COVID-19 pandemic, FOH HOSPITALITY, LLC (“the Company”) has experienced unforeseen business circumstances, including enormous and unexpected financial losses. As a result, pursuant to the Worker Adjustment and Retraining Notification Act (“WARN”), we are writing to notify you that the Company will be extending the current furlough status of a number of its employees employed at its facility located at 45 Kai Malina Parkway, Lahaina, HI 96761 for beyond six months.

The Company will formally extend the furlough status of affected employees on September 2, 2020. At this time, we anticipate that 116 employees will be affected by this furlough extension. At this time, we anticipate the extended furlough will last until January 8, 2021. If an employee has not been recalled by this date, he or she will be considered to have been permanently laid off. A list of the job titles of positions to be affected and the number of affected employees in each job classification is attached hereto. No bumping rights exist, and no employees are represented by a union.

The vast reach of the coronavirus outbreak, including the travel restrictions imposed by the State of Hawaii beginning with the March 23, 2020 Stay at Home Order and the April 1, 2020 Interisland Travel Restrictions, as well as the August 29, 2020 announcement that travel restrictions will remain in effect through September 30, 2020, was unforeseeable and caused, and will continue to cause, among other things, a drastic impact on our business. After reviewing our staffing and business needs, we are providing this notice to you at the earliest possible time.

If you have any questions, please contact Lani Aranio, Associate Vice President Human Resources at 808-652-0157 or via email at Lani.Aranio@mvwc.com for more information.

Sincerely,

Sally Garcia

Vice President Human Resources

On behalf of FOH HOSPITALITY, LLC

Enclosure

List of Job Titles of the Affected Positions

Job Title of the Affected Position:	Number of Affected Employees in this Position:
FA1095 - Specialist Accounting	1
HR1019 - HR Coordinator Corporate	1
RO1021 - Engineer I	5
RO1025 - Engineer II	5
RO1028 - Engineer III	3
RO1033 - Engineer IV	1
RO1070 - Attendant Recreation	1
RO1081 - Guest Services Associate	3
RO1093 - Attendant Bell	12
RO1098 - Controller Rooms	1
RO1103 - Supervisor Ops Front Desk	1
RO1118 - Telephone Operator	8
RO1119 - Host Hostess	5
RO1125 – Officer Safety & Security RO	2
RO1139 - Supervisor Ops Food & Beverage	1
RO1142 - Bartender	7
RO1144 - Server	9
RO1147 - Cook	9
RO1150 - Dishwasher Utility	7
RO1160 - Attendant Food Prep	3
RO1162 - Cashier Food & Beverage	6
RO1176 - Clerk	3
RO1180 - Clerk Storeroom	1
RO1187 - Admin Assistant II RO	2
RO1188 - Admin Assistant Senior RO	1
RO1204 - Attendant Dining Room	3
RO1221 - Captain Bellstand	2
RO1225 - Supervisor Purchasing	1
RO1264 - Cultural Specialist	2
RO1269 - Server Pool	2
RO5141 - Manager Food & Beverage II	1
RO5143 - Asst Manager Food & Beverage NE	2
RO5149 - Sous Chef	2
RO5209 - Manager Culture AA	1
RO5284 - Manager Activities AA	1
RO5293 - Manager Engineering AA	1
TOTAL	116