

FOH HOSPITALITY, LLC

WESTIN PRINCEVILLE OCEAN RESORT: 3838 Wylle Road, Princeville, HI 96722

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 (mayor@kauai.gov) and U.S. Mail

Kauai County

Mayor Derek S. K. Kawakami

4444 Rice Street, Suite 235

Lihue, Hawaii 96766

Re: WARN Notice — Extended Furloughs

Dear Mr. Morihara and Mayor Kawakami:

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 3838 Wylle Road, Princeville, HI 96722 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 77 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:
RO1025 - Engineer II	3
RO1070 - Attendant Recreation	4
RO1072 - Driver Van	3
RO1081 - Guest Services Associate	4
RO1093 - Attendant Bell	5
RO1099 - Night Auditor	1
RO1118 - Telephone Operator	6
RO1119 - Host Hostess	1
RO1139 - Supervisor Ops Food & Beverage	1
RO1142 - Bartender	3
RO1144 - Server	15
RO1147 - Cook	2
RO1150 - Dishwasher Utility	5
RO1157 - Cook II	3
RO1160 - Attendant Food Prep	5
RO1162 - Cashier Food & Beverage	3
RO1176 - Clerk	2
RO1180 - Clerk Storeroom	1
RO1187 - Admin Assistant II RO	1
RO1190 - Executive Assistant RO	1
RO1269 - Server Pool	2
RO1276 - Engineer	4
RO5141 - Manager Food & Beverage II	1
RO5290 - Manager Activities A	1
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