

2020 SEP -5 AM 9: 53



August 28, 2020

Ms. Anne E. Perreira-Eustaquio  
Acting Director  
Department of Labor and Industrial Relations  
830 Punchbowl Street  
Room 321  
Honolulu, HI 96813

Dear Acting Director Perreira-Eustaquio:

As you know, in March 2020 Montage Kapalua Bay, located at One Bay Drive, Lahaina, Maui, Hawaii 96761, temporarily closed and furloughed employees due to unforeseen business circumstances relating to the COVID-19 pandemic. By letter dated July 22, 2020, Montage Kapalua Bay provided you with notice that it would be extending its closure due to further unforeseen business circumstances, including extension of the 14-day mandatory travel quarantine to September 1, 2020.

At the time we initially provided you with notice of Montage Kapalua Bay's closure and the furlough of the majority of its employees, we anticipated reopening by September 2020. However, given the recent extension of the 14-day quarantine until at least October 1, 2020, the furloughs will likely extend beyond six months. Although the temporary closure was the result of unforeseen business circumstances, *see* 29 U.S.C. § 2101(b)(2)(A), this notice is intended to keep you informed and again be consistent with WARN. We continue to remain hopeful that we will bring employees back on or around October 15, 2020, but cannot predict with certainty how this rapidly-changing situation and related governmental orders will continue to evolve.

A listing of the job classifications affected and number of affected employees in each job classification is attached. There are no bumping rights.

Some of the hourly employees, who work at Montage Kapalua Bay, are represented by the ILWU Local 142, AFL-CIO (the "Union"). Donna Domingo is the President of the Union and her mailing address is 451 Atkinson Drive, Honolulu, Hawaii, 96814.

Please contact Naite Saia, (808) 662-6565, One Bay Drive, Lahaina, Hawaii 96761, if you have any questions. Thank you for your attention to this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Matt Bailey", is written over the word "Sincerely,".

Matt Bailey  
General Manager

Enclosure

<b>Job Title</b>	<b>Count</b>
Accounting Coordinator Count	2
Assistant Director of Finance Count	1
Payroll/Accounting Coordinator Count	1
Associate Dining Room Attendant Count	1
Banquet Bartender Count	2
Banquet Houseman Count	3
Banquet Manager Count	1
Banquet Server Count	9
Beach Bartender Count	2
Assistant Manager Food & Beverage Count	2
Cane & Canoe Server Assistant Count	1
Cane & Canoe Bartender Count	1
Cane & Canoe Food Runner Count	2
Cane & Canoe Host/Hostess Count	3
Cane & Canoe Server Count	7
Cane & Canoe Server Assistant Count	1
PBX Operator Count	3
Chef De Cuisine Count	1
Cook II Count	5
Cook III Count	10
Executive Chef Count	1
Pastry Cook II Count	1
Pastry Cook III Count	1
Sous Chef Count	1
Cultural Ambassador Count	1
Engineering Office Coordinator Count	1
Engineering Purchasing Specialist Count	1
Union:Engineer II Count	3
Union:Engineer III Count	1
Union:Engineer IV Count	1
ER Concierge Count	1
ER Manager Count	1
Union:Pool Maintenance and Cleaner Count	1
Fitness Instructor Count	6
Personal Trainer Count	1
Beverage Manager Count	1
Director of Restaurants Count	1
F&B Administrative Assistant Count	1
Bell/Valet Count	8
Concierge Count	8
Guest Services Supervisor Count	1
Overnight Bellman Count	1
Overnight Concierge/Receptionist Count	1
Hideaway Bartender Count	2

Hideaway Food Runner Count	1
Housekeeper Manager Count	1
Housekeeper Supervisor Count	4
Housekeeping Coordinator Count	3
Union:House Person Overnight Count	1
Union:Housekeeper Count	20
Union:Housekeeping Runner Count	1
Union:Houseman Count	6
Union:Public Area Attendant Count	5
Union:Turndown Attendant Count	6
Union:Uniform Attendant Count	2
Director of Learning / MOD Count	1
HR Coordinator Count	1
HR Supervisor Count	1
In Room Dining Server Count	5
Telephone Sales Agent Count	3
Inspirato Manager Count	1
IT Support Specialist Count	1
Retail Sales Count	2
Recreation Attendant Count	2
Recreation Manager Count	1
Purchasing Manager Count	1
Receiving Clerk Count	2
Cabana Concierge Count	1
Pool Attendant Count	3
Reservations Agent Count	1
Residential Liason Count	2
Residential Manager Count	1
Catering Manager Count	1
Sales Coordinator Count	1
Senior Manager, Marketing & Communications Count	1
Salon Lead/Educator Count	1
Assistant Director of Spa Count	1
Esthetician Count	4
Esthetician Lead/Educator Count	1
Massage Therapist Count	19
Massage Therapist Lead/Educator Count	1
Nail Technician Count	1
Spa Admin Assitant & Retail Coor Count	1
Spa Attendant Count	7
Spa Concierge Count	5
Spa Director Count	1
Spa Retail Supervisor Count	1
Lead Steward Count	1
Steward Count	7
Pool Bartender Count	3
Pool Food Runner Count	1

<b>Pool Manager Count</b>	<b>1</b>
<b>Pool Server Count</b>	<b>4</b>
<b>Pool Supervisor Count</b>	<b>1</b>
<b>Door Person Count</b>	<b>2</b>
<b>Valet Cashier Count</b>	<b>3</b>
<b>Grand Count</b>	<b>252</b>

*Manatee*

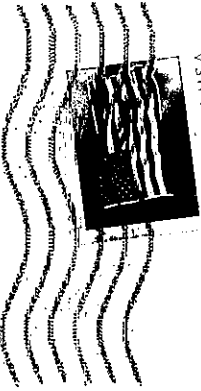
KAPALEA BAY

DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

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