

RECEIVED

By Jan Kusakabe at 4:00 pm, Sep 18, 2020



September 18, 2020

Mayor Michael P. Victorino
Office of the Mayor
200 South High Street
Kalana O Maui Building, 9th Floor
Wailuku, HI 96793
Mayors.Office@co.maui.hi.us

State Rapid Response Team
State Department of Labor & Industrial Relations
Workforce Development Council
830 Punchbowl Street Room 329
Honolulu, HI 96813
David.m.morihara@hawaii.gov

Re: Worker Adjustment and Retraining Act (WARN) Notice for Fleetwood's on Front St located at
744 Front Street, Lahaina, HI **96761**

Please accept this letter as notice that Maui International Entertainment, LLC d.b.a. Fleetwood's on Front St ("Company") is taking job actions in relation to employees who work at 744 Front Street, Lahaina, HI 96761.

There are approximately 129 employees at this employment site who may be permanently laid off/terminated effective November 18, 2020 through January 1, 2021. These employees were placed on temporary furlough, which commenced on March 18, 2020, with the understanding that the furlough would be short-term and last for less than six months. However, given unforeseeable business circumstances due to COVID-19 and the extension of travel restrictions on international, out-of-state, and inter-island visitors issued by governing authorities, the Company has determined that these 129 employees may be terminated from employment with the Company, effective November 18, 2020 through January 1, 2021.

The Company's normal operations as a full-service restaurant were suspended as of March 18, 2020. At this point, we expect any layoffs effective November 18, 2020 through January 1, 2021 to be permanent and will remove these employees from our payroll and benefits at that time. All these employees are eligible for recall to work prior to November 18, 2020 through January 1, 2021 should resumption of operations become viable. If circumstances, however, indicate resumption of operations at some point

after January 1, 2021, we will reach out to these employees and inquire if they are interested in re-applying for a position with the Company. While the original furloughs were initiated with the full expectation that all employees placed on temporary layoff would be recalled to work within a short period of time, we are taking these actions because of the COVID-19 national emergency and resulting business circumstances that were not reasonably foreseeable.

A Schedule of Job Actions is attached and includes a list of the job titles of the employees who will be affected and the number of employees with each job title. None of the employees are represented by a union and bumping rights for affected employees do not exist.

Should you require further information, please contact Ashley Leal at aleal@fleetwoodsonfrontst.com or (808) 446-6795.

Sincerely,

Ashley Leal

Ashley Leal, General Manager
Fleetwood's on Front St





SCHEDULE OF JOB ACTIONS

Location Address: 744 Front Street, Lahaina, HI 96761 - As of September 16, 2020

Employees Being Permanently Laid Off/Terminated:

Company may be placing the following numbers of individuals on permanent layoff effective November 18, 2020 through January 1, 2021 given unforeseeable business circumstances due to COVID-19 and the extension of travel restrictions on international, out-of-state, and inter-island visitors issued by governing authorities. Temporary furlough for the listed employees will continue beyond six months on September 18, 2020. At this point, we expect any layoffs effective November 18, 2020 through January 1, 2021 to be permanent and will remove these employees from our payroll and benefits at that time. All these employees are eligible for recall to work prior to November 18, 2020 through January 1, 2021 should resumption of operations become viable. If circumstances, however, indicate resumption of operations at some point after January 1, 2021, we will reach out to these employees and inquire if they are interested in re-applying for a position with the Company.

<u>Job Title</u>	<u>Number of Employees in Position</u>	<u>Expected Date of Permanent Layoff</u>
Administrative Coordinator	1	11/18/2020 – 1/1/2021
Bar Manager	1	11/18/2020 – 1/1/2021
Barback	5	11/18/2020 – 1/1/2021
Bartender	8	11/18/2020 – 1/1/2021
Busperson	9	11/18/2020 – 1/1/2021
Dishwasher	9	11/18/2020 – 1/1/2021
Food & Beverage Server	35	11/18/2020 – 1/1/2021
Food Runner	9	11/18/2020 – 1/1/2021
Hostperson	8	11/18/2020 – 1/1/2021
Human Resources Manager	1	11/18/2020 – 1/1/2021
Kitchen Porter	2	11/18/2020 – 1/1/2021
Maintenance Staff	1	11/18/2020 – 1/1/2021
Prep Cook	8	11/18/2020 – 1/1/2021
Pastry Cook	2	11/18/2020 – 1/1/2021
Line Cook	18	11/18/2020 – 1/1/2021
Stocker	1	11/18/2020 – 1/1/2021
Private Events Manager	1	11/18/2020 – 1/1/2021
Restaurant Manager	4	11/18/2020 – 1/1/2021
Reservationist	3	11/18/2020 – 1/1/2021
Sous Chef	3	11/18/2020 – 1/1/2021