

2020 NOV -2 PM 1:47

TO: Director, State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
Fax: (808) 586-9099

Mayor Derek S. K. Kawakami, Kaua'i County
4444 Rice Street, Suite 235
Lihue, HI 96766
Email: mayor@kauai.gov

FROM: Dan King, General Manager

DATE: October 30, 2020

VIA: Electronic Mail and U.S. Mail

SUBJECT: WARN Act Notice

I am writing on behalf of Hyatt Corporation ("Hyatt") with respect to the GRAND HYATT KAUAI RESORT & SPA (the "Hotel"), at 1571 Poipu Road, Koloa, HI 96756, USA. This is an amendment to the WARN notice previously sent to your Agency.

The COVID-19 pandemic initially prompted numerous restrictions on travel and group meetings that resulted in a drop in our business. As a business that caters to global travelers and hosts large events around the world, this pandemic impacts us immensely. Due to this crisis, employees at the Hotel have been impacted by temporary furloughs/layoffs, beginning on March 29, 2020.

We were hopeful that the restrictions and associated loss in revenue would be temporary. Since that time, it has recently become apparent that there will be longer-term revenue impacts as a result of the continued spread of the virus and recent surge of confirmed infections, extensions of various government mandates and "mass gathering" orders, cancellation of conferences and events, and the prolonged decline in domestic and international travel, all of which have resulted in the sudden and unexpected effective shutdown of much of our business.

While there are encouraging signs that our economy can begin to reopen in some areas, it has now become clear that the demand for travel, events, and hospitality services will take substantially longer to resume than previously anticipated. With likely on-going social distancing until a reliable COVID-19 vaccine or treatment becomes available, we cannot predict when our way of doing business will return to "normal."

With such a significant reduction in our business in a rapidly evolving situation, we have to make painful choices that would have seemed unthinkable just a short time ago. The reality is

we need to take further action to support the long-term operation of the company in a completely new operating environment.

We initially anticipated that employee furloughs/layoffs at the Hotel would be temporary. Due to the sudden, dramatic, and unforeseeable additional impact of this pandemic on our business that is outside of our control, unfortunately, we must now engage in some employee separations that are expected to be permanent. This is a partial closure; not all employees at the Hotel will be impacted.

Some of the affected employees are represented by the following local and international union:

Donna Domingo, President
INTERNATIONAL LONGSHORE & WAREHOUSE UNION Local 142
451 Atkinson Drive
Honolulu, HI 96814

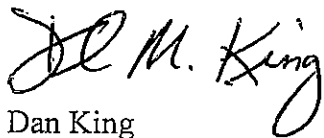
William E. Adams, International President
INTERNATIONAL LONGSHORE & WAREHOUSE UNION
1188 Franklin Street, 4th Floor
San Francisco, CA 94109-6800

Any bumping rights available to bargaining unit members will be governed by the applicable collective bargaining agreement provisions. There are no bumping rights for non-bargaining unit employees.

Enclosed is a listing of the job titles of the positions affected, the number of affected employees in each job classification, and the schedule of anticipated separations.

We regret that we were not able to provide advance notice of this action. Due to the impacts of COVID-19, we are providing this information at the earliest practicable time based on current business information.

Please contact me at 808.742.1234 or via email at dan.king@hyatt.com if you have any questions about this notice.



Dan King
General Manager
Grand Hyatt Kauai Resort & Spa

Attachment A – Employees Affected by Permanent Separations

JOB TITLE	NUMBER OF EMPLOYEES AFFECTED	SEPARATION DATE(S)
Pantry 2	1	December 31, 2020
Cook 3	1	December 31, 2020
Cook 3	1	December 31, 2020
Cashier	2	December 31, 2020
Bartender	2	December 31, 2020
Server	6	December 31, 2020
Busser	3	December 31, 2020
Steward	1	December 31, 2020
Greeter	4	December 31, 2020
Administrative Assistant	2	December 31, 2020
Coordinator	1	December 31, 2020
Event Manager	2	December 31, 2020
Assistant Restaurant Manager	1	December 31, 2020
Assistant Executive Housekeeper	2	December 31, 2020
Assistant Guest Service Manager	1	December 31, 2020
Sales Manager	2	December 31, 2020
Corporate Management Trainee	3	December 31, 2020

GRAND HYATT

GRAND HYATT KAUAI RESORT & SPA
1571 Poipu Road
Koloa, Kauai, HI 96756 USA

HONOLULU HI 967
31 OCT 2020 PM 1 L



Director
State Dept of Labor & Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

98813-508043

98813-508043