

November 16, 2020

RECEIVED

By Jan Kusakabe at 7:38 am, Nov 27, 2020

Via Email (David.M.Morihara@hawaii.gov) and FedEx

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 & Job Eliminations

Dear Mr. Morihara and Mayor Victorino:

This notice is an update to the WARN Notice sent to you on September 2, 2020. It is being provided because three additional employees will be impacted as a result of a layoff on January 22, 2021; and the overall number of associates to be impacted has been reduced.

Due to the sudden, dramatic, and, unfortunately, continuing effects of the COVID-19 pandemic, HV 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 6 Kai Ala Drive, Lahaina, HI 96761 for beyond six months.

The Company will formally notify three employees on November 16, 2020 of a layoff effective January 22, 2021. All other affected employees were notified of an extended furlough on September 2, 2020, which is anticipated to last until January 22, 2021. At this time, we anticipate that 147 employees will be affected. If an employee on furlough has not been recalled by January 22, 2021, he or she will be considered to have been permanently laid off. An updated list of the job titles of positions to be affected and the number of affected employees in each job classification is attached hereto (newly impacted are highlighted). The list provided with the September 2, 2020 letter is also attached. 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, and the September 16, 2020 announcement of Pre-Travel Testing Options which began on October 15, 2020, was unforeseeable and caused, and will continue to cause, among

FOH HOSPITALITY, LLC

WESTIN KAA NAPALI OCEAN RESORT: 6 Kai Ala Drive, Lahaina, HI 96761

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

FOH HOSPITALITY, LLC
WESTIN KAAPALI OCEAN RESORT: 6 Kai Ala Drive, Lahaina, HI 96761

List of Job Titles of the Affected Positions
November 16, 2020

Job Title of the Affected Position:	Number of Affected Employees in this Position:
Admin Assistant Senior RO	1
Administrative Coordinator RO	1
Area HR Manager III VO RO	1
Asst Manager Food & Beverage NE	2
Attendant Bell	1
Attendant Dining Room	7
Attendant Food Prep	5
Attendant Spa	2
Barback	1
Bartender	6
Cashier Food & Beverage	8
Chef De Cuisine	1
Clerk Accounting AAH	1
Cook	14
Cook Lead	1
Director Spa	1
Dishwasher Utility	16
Driver Lead	1
Driver Van	6
Engineer	2
Engineer I	6
Engineer II	4
Engineer III	1
Esthetician	2
Guest Services Associate	1
Host Hostess	2
Manager Food & Beverage II	1
Manager Front Desk AAA	2
Manager Spa AAA	1
Manager Transportation	1
Massage Therapist	10
Receptionist Lead RO	1
Receptionist RO	2
Server	20
Server Pool	1
Server Room Service	2
Sous Chef	1
Specialist Talent Acquisition	1
Supervisor Ops Food & Beverage	4
Supervisor Ops Kitchen	3
Team Leader Food & Beverage	1
Technician Nail	2
Grand Total	147

List of Job Titles of the Affected Positions
September 2, 2020

Job Title of the Affected Position:	Number of Affected Employees in this Position:
AA1007 - Clerk Accounting AAH	1
HR1014 - Specialist Talent Acquisition	1

FOH HOSPITALITY, LLC

WESTIN KAAPALI OCEAN RESORT: 6 Kai Ala Drive, Lahaina, HI 96761

HR5034 - Area HR Manager III VO RO	1
RO1021 - Engineer I	7
RO1025 - Engineer II	4
RO1028 - Engineer III	1
RO1035 - Engineer Lead	1
RO1050 - Coordinator Facilities Maintenance	2
RO1059 - Mechanic Senior	2
RO1063 - Attendant Spa	2
RO1070 - Attendant Recreation	1
RO1072 - Driver Van	13
RO1073 - Driver Lead	1
RO1081 - Guest Services Associate	14
RO1093 - Attendant Bell	22
RO1098 - Controller Rooms	1
RO1099 - Night Auditor	1
RO1103 - Supervisor Ops Front Desk	2
RO1119 - Host Hostess	2
RO1135 - Supervisor Ops Transportation	1
RO1139 - Supervisor Ops Food & Beverage	4
RO1140 - Team Leader Food & Beverage	1
RO1142 - Bartender	10
RO1144 - Server	26
RO1146 - Server Room Service	2
RO1147 - Cook	18
RO1149 - Cook Lead	1
RO1150 - Dishwasher Utility	18
RO1157 - Cook II	1
RO1160 - Attendant Food Prep	5
RO1162 - Cashier Food & Beverage	8
RO1166 - Supervisor Ops Kitchen	3
RO1176 - Clerk	6
RO1187 - Admin Assistant II RO	2
RO1188 - Admin Assistant Senior RO	1
RO1189 - Administrative Coordinator RO	1
RO1198 - Massage Therapist	10
RO1200 - Esthetician	2
RO1201 - Receptionist RO	2
RO1202 - Receptionist Lead RO	1
RO1203 - Technician Nail	2
RO1204 - Attendant Dining Room	7
RO1221 - Captain Bellstand	2
RO1225 - Supervisor Purchasing	1
RO1269 - Server Pool	1
RO1276 - Engineer	2
RO1277 - Lead Rooms Control	1
RO5054 - Manager Front Desk AAA	1
RO5085 - Manager Activities AAA	1
RO5141 - Manager Food & Beverage II	3
RO5143 - Asst Manager Food & Beverage NE	2
RO5149 - Sous Chef	1
RO5179 - Executive Chef	1
RO5205 - Director Spa	1
RO5206 - Manager Spa AAA	1
RO5219 - Chef De Cuisine	2
TOTAL	231