

**FAIRMONT ORCHID**

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One North Kaniku Drive  
Kohala Coast, Hawaii USA 96743  
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September 28, 2020

To whom it may concern  
830 Punchbowl Street, Room #329  
Honolulu, HI 96813

Re: Worker Adjustment and Retraining Notification (WARN) Act Notice Update

To whom it may concern:

Now that six months have gone by and while we never anticipated to be closed this long, here we all are, trying to adapt as best as possible to this most unusual time.

Due to the increased cases and continued spread of COVID-19, and the Governor's most recent order, the Fairmont Orchid, LLC dba The Fairmont Orchid, located at One North Kaniku Drive, Kohala Coast Hawaii, is extending its temporary furlough until at least November 1, 2020 or earlier if needed. It remains that the Hotel may not be able to resume normal operations and may need to reduce some of its workforce. Given the unusual circumstances, there is still a great level of uncertainty and we will continue to keep you informed as we regularly re-assess the business environment. Please note that bumping rights do not exist for any non-bargaining unit positions but do exist for bargaining unit positions.

Exhibit "A" contains a listing of the job titles of each impacted classification and the number of employees in each job classification. The lists are separated between non-bargaining and bargaining unit employees. Bargaining unit employees are represented by the ILWU, Local 142.

We are hopeful that business levels resume soon and look forward to the day that the Hotel is able to reopen. Until then, employees will be recalled based on business levels.

If you have any questions or need further information, please don't hesitate to contact Doreen DeSilva, Director of Talent and Culture at (808) 345-6146.

Sincerely,  
The Fairmont Orchid Hotel

  
Charles Head  
General Manager

Attachment: Exhibit A – Non-Union and Union Employees