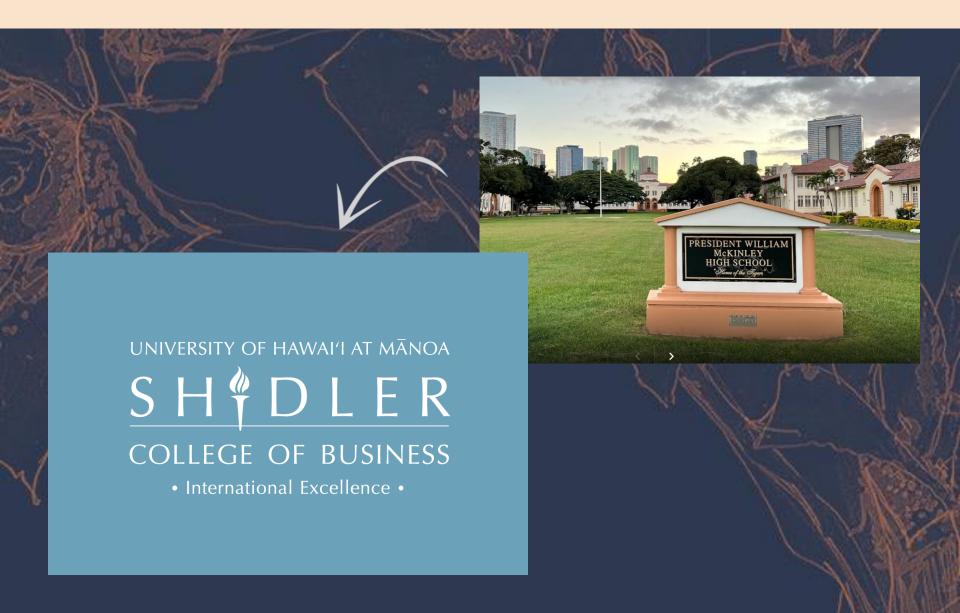


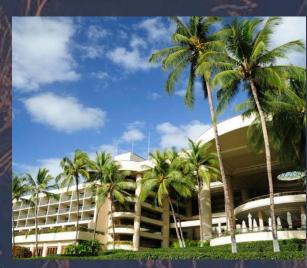
Shirley Lau Chan











Prince Waikiki & Hawaii Prince Golf Club

Mauna Kea Beach Hotel

Westin Hapuna Beach Resort

Prince Waikiki – Benefit Overview

- 100% paid medical, dental, vision and drug
- Vacation
- Sick Leave
- 8 days of observed holidays
- 3 self care personal holidays
- 1 make a difference community day
- 401K match
- Paid meal break with complimentary daily meals
- HRA benefit
- Life insurance
- Room, Golf and F&B discounts

Employers Challenges

- Talent acquisition
- Talent retention
- Ability to pay competitive wages

Data from HEC 2022 Survey Report

Hawaii's challenges: Inaccurate perceptions

 Hawaii is unaffordable and moving to the mainland is the only option

Hawaii does not need tourism

 No career opportunities in the hospitality industry

Prince Resorts Hawaii

Our challenges at Prince?

Perception of hospitality industry

Aging workforce

Recruitment/retention

What are we doing?

Our efforts to sustain the hospitality industry

- Partnership with DOE to provide education of the tourism industry to facility and students
 - Ready Elementary Schools
 - Get Set Middle Schools
 - Go High Schools
- Incorporate hospitality into their school curriculum and pathways (partnership with ClimbHI)

What are we doing?

- Partnership with other businesses to expand our outreach efforts beyond hospitality:
- New Partnerships:
 - Retail Merchants
 - Hawaii Restaurant Association
 - Future Farmers of America (AgriGolf Land Lab Program with Waipahu Intermediate School)

What are we doing?

Recruitment Efforts

- Separate our recruiting efforts into 2 groups
 - Management positions
 - Entry level / lined / hourly positions

Management positions

- Management training programs for college graduates
- Internship opportunities for high school students (HLTA Pilot Internship Program)

Entry level / lined positions

Minimum Requirements:

- Engineering: Maintenance III position
 - Two years of general maintenance work experience
- Culinary: Cook IV position
 - Two years of cooking experience as a lined cook or a banquet cook

Junior Program

- Entry level / lined positions:
 - Launched across 3 properties
 - Created an entry level position
 - •\$17.00 per hour

Junior Program

Minimum requirements??

Minimum Qualification Requirements:

- High school diploma or equivalent.
- Must have a valid driver's license.
- General maintenance work preferred but not required.
- High school diploma or equivalent.
 Basic knife skills.

Minimum Qualification Requirements:

- Knowledge of accepted standards of sanitation.
- Basic mathematical skills necessary to understand recipes, measurements and portion sizes.
- Government required license or certificate. Example: Health TB clearance. CPR and /or First Aid training preferred.

Minimum Qualification Requirements:

- High school diploma or equivalent.
- Must be able to satisfactorily communicate verbally to receive instructions and communicate with guests.
- Must be ale to understand and follow directions when handling cleaning solutions and chemicals.

No prior work experience is required

Junior Program

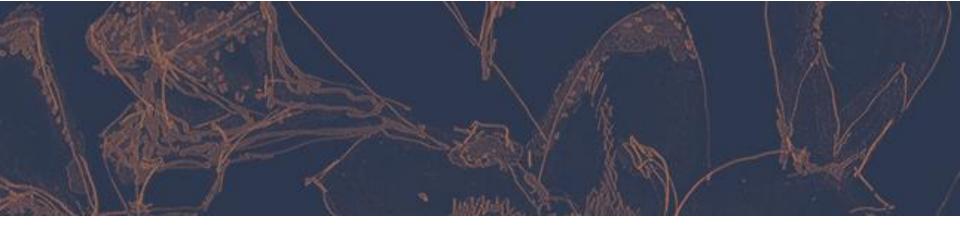
- Junior Ambassador in Culinary:
 - Benhur
 - Junior Ambassador for 4 months
 - Promoted to Cook IV: \$28.00
- Junior Ambassador in Engineering:
 - Kauhi
 - Junior Ambassador (on call), continuing education at UH Manoa
 - Makahiva
 - Junior Ambassador for 5 months
 - Promoted to Maintenance III: \$35.00



Prince Resorts Hawaii

Continuously looking for innovative ways and partners to help support our industry and community.

Inviting new partners to join our initiatives.



Questions?

