

June 8, 2020

Director

Hawaii State Department of Labor and Industrial Relations 830 Punchbowl Street, Room 321
Honolulu, HI 96813

dlir.workforce.council@hawaii.gov

Mayor Michael P. Victorino

200 S. High Street

Kalana O Mai Building 9th floor

Wailuku, HI 96793

Mayors.office@co.maui.hi.us

Re: WARN Notice

Dear WARN Act Coordinator:

This letter is to notify you that Courtyard Management Corp, doing business as Courtyard Maui Kahului Airport (the "location"), located at 530 Keolani Place, Kahului HI 96732, has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 55 of the location's 55 employees.

These temporary actions began at the location on March 21, 2020, and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis ("COVID-19"), a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.

This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

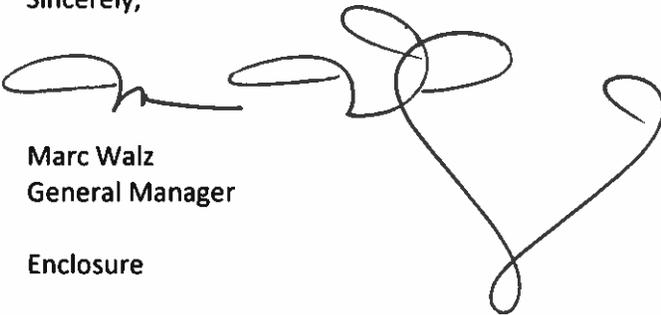


Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Affected employees do not have bumping rights (that is, the right to claim another job at the company), and no union represents affected employees. Each affected employee has been notified of the specific temporary action applicable to them.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.

For further information, please contact me at 808-871-1800.

Sincerely,

A handwritten signature in black ink, appearing to read 'Marc Walz', with a large, stylized flourish extending downwards and to the right.

Marc Walz
General Manager

Enclosure



Job Title	# of Affected Employees
ASSISTANT GENERAL MANAGER	1
ATTENDANT LAUNDRY-NIGHT	1
BISTRO TEAM MEMBER	10
BUILDING ENGINEER I	2
BUILDING ENGINEER II	1
COOK	3
GENERAL MANAGER	1
GUEST SERVICE REP-PM	1
GUEST SERVICE REPRESENTATIVE	7
HOUSEKEEPER	13
HOUSEKEEPER-GENERALCLEAN/PM	1
HOUSEKEEPING AIDE	3
HOUSEKEEPING SUPERVISOR	1
LAUNDRY ATTENDANT	3
LIMO/VAN DRIVER	3
MGR-OPS-FRTDSK-HSKP-F&B NE	1
OPERATIONS SUPERVISOR	1
SALES COORDINATOR	1
SR SALES EXECUTIVE NE	1
Grand Total	55