

AQUA-ASTON HOSPITALITY LLC

ASTON KAA NAPALI SHORES: 3445 Lower Honoapiilani Rd Lahaina, HI 96761

September 2, 2020

Via Email (David.M.Morihara@hawaii.gov) and U.S. Mail

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 — Permanent Layoffs

Dear Mr. Morihara and Mayor Victorino:

Due to the sudden, dramatic, and, unfortunately, continuing effects of the COVID-19 pandemic, Aqua-Aston 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 conducting permanent layoffs at its facility located at 3445 Lower Honoapiilani Road, Lahaina, HI 96761.

The Company will layoff affected employees on November 13, 2020. At this time, we anticipate that 120 employees will be affected by this layoff, and we expect these layoffs to be permanent. A list of the job titles of positions to be affected and the number of affected employees in each job classification is attached hereto. 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, was unforeseeable and caused, and will continue to cause, among 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 me at 808-931-1509 for more information.

Sincerely,

Janice Wakatsuki

Senior Vice President Human Resources

On behalf of Aqua-Aston Hospitality, LLC

Enclosure

List of Job Titles of the Affected Positions

Job Title of the Affected Position:	Number of Affected Employees in this Position:
AA1006 - Busser AA	2
AA1008 - Cook III	5
AA1011 - Houseperson AAH	6
AA1015 - Server AA	14
AA1025 - Lead Agent Reservations	1
AA1026 - Agent Guest Services AA	7
AA1028 - Cook I AA	1
AA1029 - Housekeeper AA	39
AA1033 - Administrative Assistant	1
AA1036 - Inspector AA	5
AA1038 - Attendant Laundry	2
AA1039 - Attendant Bell/Valet AA	4
AA1041 - Bartender AA	4
AA1043 - Cook II	1
AA1044 - Coordinator Housekeeping AA	1
AA1045 - Helper Unit Interior Maintenance	1
AA1047 - Engineer Unit Interior Maintenance	4
AA1048 - Instructor Guest Services	1
AA1052 - Specialist Unit Interior Maintenance	1
AA1053 - Specialist Guest Services	1
AA1054 - Supervisor Guest Services	1
AA1056 - Utility Steward	1
AA1059 - Steward Kitchen Attendant AA	2
AA1064 - Host Hostess AA	1
AA5097 - Manager Restaurant AAH	1
II1033 - Agent Reservations	5
II5132 - Asst Manager Area Reservations	1
RO1081 - Guest Services Associate	1
RO1119 - Host Hostess	4
RO1150 - Dishwasher Utility	1
RO1157 - Cook II	1
Total	120