



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 SEP -3 PM 12: 04

August 31, 2020

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

RE: Notice of Layoffs Pursuant to the Worker Adjustment and Retraining Notification Act

To Whom It May Concern:

In compliance with the Federal Worker Adjustment and Retraining Notification ("WARN") Act (29 U.S.C. § 2101 et seq.), Benchmark Hospitality of Hawaii, LLC (the "Company") is writing to provide you with notice of a "mass layoff" and "termination" as those terms are defined by statute at Turtle Bay Resort at 57-091 Kamehameha Hwy, Kahuku, HI 96731 ("TBR" or the "Resort"). The Resort currently employs 658 employees.

Due to the COVID-19 pandemic and state and local government orders, the Company closed the Resort and started furloughing employees starting on March 27, 2020. In total, 606 employees were furloughed. Although the Company had hoped that the government required orders and business decline would be short-lived, the continued restrictions have had a devastating impact on our business.

As you know, Governor Ige issued restrictive orders beginning in March 2020 and has subsequently issued twelve restrictive proclamations, which include stay at home orders, 14-day quarantine periods for all visitors, limitations on travel between islands, health screenings and beach closures, to name a few. Most recently, there continue to be "spikes" of the virus across the state. As a result, Governor Ige has recently issued his 12th Proclamation and the Mayor of Honolulu has continued his orders prohibiting social gatherings and requiring everyone but essential workers to stay at home, among other restrictions. These continued restrictions will prolong the severe impact the virus has had on the Resort's business.

In sum, the unforeseen circumstances which were brought on by the COVID-19 pandemic and the still evolving state and local measures to help contain the virus, have and will continue to severely impact the Resort's operations. As a result, the Company will be keeping the Resort closed and extended employee furloughs for an indeterminate number of months. Should any notice be required, it has been given as soon as it was practicable in light of the unpredictable, ever-changing events surrounding COVID-19.

The furloughs are expected to be temporary. All affected employees and/or their union representative are being notified that their furloughs from employment will continue for an indeterminate period. Some of the employees impacted are represented by unions and have bumping rights under the applicable collective bargaining agreement. Other employees are unrepresented by a union and do not have bumping rights.

The name of each union representing affected workers, as well as the name and address of the chief elected officer of each union is set forth below:



UNITE HERE Local 5,
Eric Gill, Financial Secretary-Treasurer
1516 S. King Street
Honolulu, Hawaii 96826

ILWU Local 142
Donna Domingo, President
ILWU Local 142
451 Atkinson Drive
Honolulu, Hawaii 96814.

Attached to this letter is a list of the affected job classifications and the number of employees in each classification.

For further information regarding this matter, you may contact me at (808) 293-6040 or igibson@turtlebayresort.com.

Warmest Regards,

A handwritten signature in black ink, appearing to read "Jerry Gibson", followed by a long horizontal line.

Jerry Gibson
Vice President
Turtle Bay Resort



**List of Affected Job Classifications
and Number of Employees in Each Classification**

Affected Job Classification	Number of Employees
Non-Exempt	553
Exempt	53

Jerry Gibson



TURTLE BAY

*57-091 Kamehameha Hwy
Kahuku, HI 96731*

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