

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2025 AUG 21 PM 4: 24



Date: August 21, 2025

Director Jade Butay

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

Dear Director Butay,

On behalf of Watabe Wedding Corporation, located at 2155 Kalakaua Avenue, Suite 608, Honolulu, HI 96815, I am writing to formally provide this WARN notice pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, regarding a permanent layoff affecting employees in our wedding operations division.

As previously communicated in our letter dated November 22, 2024, we initiated an employee furlough effective December 1, 2024, which was expected to continue through 2025. Unfortunately, our business conditions have not improved, and we have made the difficult decision to permanently lay off 10 part-time employees, effective October 25, 2025.

Details of the affected positions and number of employees are provided in Exhibit A attached to this notice.

Please feel free to contact me at (808) 931-4191 or via email at hr@watabe.com should you have any questions or require additional information.

Sincerely,

Daiki Kimura
General Manager
Watabe Wedding Corporation
2270 Kalakaua Ave., 9th floor
Honolulu, HI 96815

Exhibit A :

Affected Employees

Job Tile	Number of Employee	Status	Effective Date
Reservation Staff	2	Part Time	October,25 2025
Wedding Operation Staff	4	Part Time	October,25 2025
Banquet Service Staff	1	Part Time	October,25 2025
Beautician	1	Part Time	October,25 2025
Flower Staff	2	Part Time	October,25 2025