



January 21, 2025

DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE  
2025 JAN 23 PM 12:23

Mr. Jade T. Butay, Director  
Department of Labor and  
Industrial Relations  
State of Hawaii  
830 Punchbowl Street  
Honolulu, Hawaii 96813

Dear Mr. Butay:

JEMS Enterprises, LLC dba Hawaiian Ice Company is located at 1125 N. Nimitz Highway. The company intends to be sold, after the start of the year and more than 60 days from now. James Cook is the contact at (808) 478-4178. There are 54 employees at the location and all of such employees are expected to be terminated. The company intends to request an assurance from the anticipated buyer that the company employees and management will remain as they are and that (i) their employment and wages will not be changed, and (ii) their benefits and other terms and conditions of employment will remain substantially the same.

Sincerely,

JEMS Enterprises, LLC dba  
Hawaiian Ice by Pacific Ocean  
Producers, Inc., Its Member

Sean Martin  
Its President