



March 31, 2020

CERTIFIED MAIL – RETURN
RECEIPT REQUESTED

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

Re: Temporary Layoffs

Dear Director:

This is to inform you that The Club at Kukui'ula ("Employer") is laying off/furloughing employees. The layoffs are expected to be temporary, and there are no bumping rights. In addition, Employer provides the following information.

The name and address of the employment site is The Club at Kukui'ula, located at 2700 Ke Ala'ula Street Koloa, Hawaii 96756. The company official to contact for further information is Darlene Yamase (808) 742-3053

The date of layoffs is as follows: Full-time and part-time employees are laid off as of April 2, 2020; they had stopped actively working on March 25 but will be paid their regular wages through April 2. Casual employees are laid off on March 31; they had stopped actively working on March 19 but will be paid through March 31 based upon half of their previous paycheck.

The number of affected employees is 115. Note that Employer has an additional 82 employees who are not subject to the above-described layoff and presently are not expected to be laid off; however, in an abundance of caution, they are referenced here as Employer cannot definitely rule out a possibility of future layoff.

As the layoffs are not expected to last more than six months, the Worker Adjustment and Retraining Notification Act (WARN) does not apply to these layoffs. Nevertheless, the Company provides the information herein in an abundance of caution. The lack of further advance notice is due to the changing events/updates, economic downturn, and governmental orders relating to COVID-19 and their impact on our operations.

Please let me know if you have any questions. Thank you for your attention to this matter.

Very truly yours,

Nicholas Gold
General Manager

THE CLUB AT KUKUI'ULA

2700 KE ALAULA STREET, KOLOA, HI 96756

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THE CLUB AT
Kukui'ula
2700 KE ALAULA STREET
KOLOA, HI 96756

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE
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REQUESTED**

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Relations
State of Hawaii
830 Punchbowl Street, Suite 321
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