



May 11, 2020

VIA MAIL

Mr. Scott Murakami, Director
State Department of Labor and Industrial Relations
Princess Ruth Ke'elikolani Building
830 Punchbowl Street, Room 321
Honolulu, HI 96813

City and County of Honolulu
Mayor Kirk Caldwell
Honolulu Hale
530 South King Street, Room 300
Honolulu, HI 96813

RE: Temporary Suspension of Operations; Furlough; WARN Notice

Dear Director Murakami and Mayor Caldwell:

Due to the current COVID-19 situation and unforeseen government shutdown that resulted in sudden wedding cancellations and business downturn, I am writing to inform you that Watabe Wedding Corporation, principal address 2270 Kalakaua Avenue, #1000, Honolulu, HI 96815, has made the difficult decision to temporarily close its wedding operations on Oahu and the Big Island, effective March 21, 2020, and the restaurant operations, except for minimal take-out orders. Below are the affected locations.:

- Waikiki Business Plaza, 2270 Kalakaua Ave., 9th and 10th Floor, Honolulu, HI 96815
- Ko Olina Chapel, Place of Joy, 91-100 Kamoana Place, #1B, Kapolei, HI 96707
- Aqua Marina, 92-100 Waipahe Place, Lagoon #4, Kapolei, HI 96707
- Banquet at Harbor Court, 55 Merchant Street, #20, Honolulu, HI 9813
- Akalā Chapel, 2005 Kalia Road, Honolulu, HI 96815
- Lani le'a Chapel, Hawaii Prince Hotel, 100 Hoomoana Street, Honolulu, HI 96815
- Aloha ke Akua, 47-507 Kamehameha Hwy., Kaneohe, HI 96744
- Michel's, Colony Surf, 2895 Kalakaua Avenue, Honolulu, HI 96815
- Watabe Wedding Kona Branch, 73-4976 Kamanu Street, Suite #106, Kailua-Kona, HI 96740

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This temporary closure was expected to initially last until April 18, 2020, as we felt our customers would not cancel their wedding that had been planned for several months. However, because of the cumulative effect of the government shutdown up to April 30, 2020 and then extended to May 31, 2020; along with the airlines and travel agents' limited service to Hawaii, and the coronavirus continuous spread in Japan, we now believe this furlough will last at least 6 months. In light of this unforeseen business circumstances, we have given as much notice as was practicable.

All affected employees have received written notice regarding the furlough to extend up until September 30, 2020, or beyond. Attached is a list of affected job titles and number of affected employees in each job title. We are not certain the actual number of employees affected, so we have included all employees. These employees are not represented by a union and do not have bumping rights.

If you have any questions, please contact Fumiaki Tachida, Director of Human Resources, at (808)931-4111.

Sincerely,
Katsuhiko Yoshida



General Manager
WATABE WEDDING
2270 Kalakaua Avenue, #1000
Honolulu, HI 96815

Attachment

<u>JOB POSITIONS AFFECTED</u>	<u># OF EMPLOYEES AFFECTED</u>
Director/Manager/Asst. Manager/Supervisor	39
Executive Chef/Sous Chef /Pastry Chef	5
Line Cook/Prep Cook/Cook/Utility/Dishwasher	24
Banquet Service Staff/Bartender/Busser/Hostess/Expeditor/Waiter	56
Reservation Staff/Planning Staff/Sales Staff	14
Accounting Staff/Administration Staff/Property Staff/IT Specialist	5
Wedding Advisor/Wedding Coordinator/Customer Service Staff/ Airport Staff	55
Beautician/Cosmetologist	20
Floral Designer	9
Driver/Dress Maintenance	13
Total	240

WATABE WEDDING CORPORATION
2270 Kalaheoua Avenue 10th floor
Honolulu, HI 96815

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