

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 AUG 10 AM 10:14

Facsimile Transmittal

To:	Department of Labor and Industrial Relat	From:	Kualoa Ranch Hawaii Inc.
Attn:	Scott Murakami	Date:	8/7/20
Re:	WARN notice	Pages:	3 (including cover)
Fax:	808-586-9099	Fax:	808-237-8925
Phone:		Phone:	808-748-3221

☐ Urgent ☐ For review ☐ Please comment ☐ Please reply ☐ Please recycle

Aloha Mr Murakami,

Attached is the WARN notice for Kualoa Ranch Hawaii, Inc. The notice will also be sent via certified mail today.

Mahalo,

Kiana Washington
Kualoa Ranch Hawaii Inc.
Executive Admin Assistant

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KUALOA RANCH

PRIVATE NATURE RESERVE

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August 7, 2020

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

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

Re: Announcement of Planned Action

Dear Mr. Murakami and Mayor Caldwell,

This letter is to advise you that Kualoa Ranch Hawaii, Inc. (KRHI) is taking job actions in relation to its employees who work at Kualoa Ranch, who's mailing address is P.O. Box 650, Ka'a'awa, HI 96730 and who's headquarters is at 49-560 Kamehameha Highway, Kane'ohe, HI 96744.

The Covid-19 pandemic and the State's response of implementing a 14-day quarantine for all overseas visitors resulted in significant loss of business and has had a tremendous impact on our business as a whole. KRHI is a complex organization and up until the shutdown of our visitor operations on March 16, 2020, employed approximately 350 people, mostly full time. These people worked in cattle ranching, diversified agriculture, landscape, environmental stewardship, youth education programs, construction, maintenance, food and beverage, retail, sales, reservations and outdoor recreation.

The outdoor recreation business is the economic driver for the whole organization and when we shut down, our revenue dropped over 95%. In response, we furloughed approximately 250 of our employees in early April.

While we are grateful that we were allowed by the mayor and the governor to re-open our tours and activities to the local market on June 1 and we were able to bring back some of our staff, our guest counts and revenue are still significantly reduced.

Given all of the circumstances and uncertainties of the future, KRHI now needs to plan for a reduction in work force. While we remain hopeful that conditions may change, KRHI is issuing this WARN Act notice, should it be necessary to extend the furloughs past 6 months, and/or reduce its workforce permanently. See attached schedule of job actions for the list of jobs and estimated number of employees that may be affected. There is no union that represent employees at this facility, and no provision in the Company's policy for transfer, bumping, or reassignment.

If you have any questions or would like to speak with a company representative directly, please contact Wendy AhSam the interim Director of Human Resources at (808) 748-3227.

Sincerely,



John Morgan
President and General Manager
Kualoa Ranch Hawaii, Inc.

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Schedule of Job Actions

Job Classification	Number of Employees Affected
Administrative Support	2
Construction/Facilities Maintenance	5
Diversified Agriculture	8
Education Programs	7
Food & Beverage Operations	25
Reservations	20
Retail	5
Sales/Special Events	7
Outdoor Recreation/Tour Operations	126
Total Number of Employees:	205

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