



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 SEP 28 PM 12:06

September 23, 2020

Anne E. Perreira-Eustaquio, Director
Hawaii State Department of Labor & Industrial Relations
830 Punchbowl Street, Suite 321
Honolulu, HI 96813

Dear Director Perreira-Eustaquio:

This letter serves as notification that The Club at Kukui'ula will be extending a furlough of employees at our business operations located at 2700 Ke Ala'ula Street, Koloa Hawaii 96756. The company official to contact for further information is Darlene Yamase, Director of Talent, dyamase@kukuiula.com, (808) 346-5428.

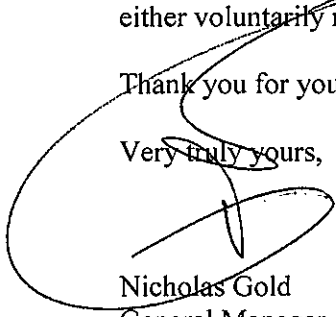
In April 2020 we informed your offices that The Club at Kukui'ula was laying off/furloughing employees on or about April 2, 2020. At the time, the layoffs were expected to last less than six months. Since then, the situation with COVID-19 has unfolded in ways that were not initially foreseeable: Following initial shutdowns and re-openings in Hawaii and on the mainland, COVID-19 infection rates have soared statewide and on the mainland, and continue to be substantial; further governmental orders have extended Hawaii's two-week quarantine on incoming travelers (which is especially significant because our primary customer market is from the United States mainland); and the economic downturn continues.

The Club is therefore providing you with this notice under the Worker Adjustment and Retraining Notification Act (WARN) pursuant to unforeseeable business circumstances relating to COVID-19.

The dates of layoffs were as follows: Full-time and part-time employees were laid off as of April 2, 2020; they had stopped actively working on March 25 but were paid their regular wages through April 2. Casual employees were laid off on March 31, 2020; they had stopped actively working on March 19 but were paid through March 31, 2020 based upon half of their previous paycheck. The number of affected employees is 103. (Some of the employees who were initially advised of layoff/furlough, when the layoffs were expected to last less than six months, then either voluntarily resigned, were terminated for performance, or became deceased.)

Thank you for your attention to this matter.

Very truly yours,



Nicholas Gold
General Manager

CERTIFIED MAIL – RETURN RECEIPT REQUESTED

THE CLUB AT KUKUI'ULA

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