



DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

2020 NOV -9 AM 8:50

November 2, 2020

## *Paradise Cove Luau*

The Honorable Kirk Caldwell  
Mayor, City and County of Honolulu  
530 S. King St. Room 300  
Honolulu, Hawaii 96813

Ms. Anne E. Perreira-Eustaquio  
Department of Labor and Industrial Relations  
State of Hawaii  
830 Punchbowl St. Room 321  
Honolulu, HI 96813

Re: WARN Notice – Extended Furloughs

Dear Mayor Caldwell and Director Perreira-Eustaquio:

This letter is to inform you that, due to the ongoing impact of Covid-19 and orders imposed by Government, PC Services, Inc. dba Paradise Cove Luau will be extending employee furloughs through 1/22/2021.

Paradise Cove Luau remains focused on re-opening once restrictions are lifted, however, permanent lay offs of some of its employees may still occur. We would like to have given you more notice of this action but with ongoing impacts we were unable to.

This notice will supplement our notice of March 20, 2020. Although we believe this notice is not required for reasons including that the cause is due to a natural disaster and unforeseeable business circumstances, pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), we hereby provide you notice in your capacity as the State Dislocated Worker Unit that Paradise Cove Luau may be permanently laying off some of its employees at our Luau operations at 92-1089 Ali'inui Drive, Kapolei, HI 96707 and 1860 Ala Moana Blvd. Suite 401, Honolulu, HI 96815 on or about January 22, 2021.

Pursuant to the WARN regulations we are providing you with the following information:

1. The employment site where the extended furloughs will occur is at 92-1089 Ali'inui Drive, Kapolei, HI 96707 and 1860 Ala Moana Blvd. Suite 401, Honolulu, HI 96815.
2. The nature of the planned action may result in a layoff of some employees which will be permanent.

3. Employees were initially laid off on March 20, 2020. Through the PPP (Paycheck Protection Program), employees received paychecks for the period of 3/29/2020-6/6/2020.
4. The job titles of the positions that may be affected and the number of employees in these classifications is shown by the attached employee list. We do not foresee reemploying any of our laid off employees before January 22, 2021, or earlier if State and County restrictions are not lifted to enable business to resume. We are hopeful restrictions will be lifted earlier to enable us to reemploy some of our employees sooner.
5. There are approximately 164 employees at 92-1089 Aliinui Drive, Kapolei, HI 96707 and 17 employees at 1860 Ala Moana Blvd. Suite 401, Honolulu, HI 96815
6. All employees continue to be laid off since June 7, 2020, due to the continued closure, however, we now have determined that there will be permanent layoffs rather than temporary.
7. The Company officials to contact are Brenda Lopes at (808) 792-6007.

Very truly yours,  
Paradise Cove Luau  
Brenda Lopes  
Human Resources Manager

| <b>Job Classification</b>   | <b>Affected No. of Employees</b> |
|-----------------------------|----------------------------------|
| Accounts Billing            | 1                                |
| Accounts Payable            | 1                                |
| Accounts Recivable          | 1                                |
| Assistant Line Captain      | 2                                |
| Bartender                   | 5                                |
| Beach Services              | 7                                |
| Beach Services Supervisor   | 2                                |
| Box Office Cashier          | 3                                |
| Box Office Manager          | 1                                |
| Box Office Supervisor       | 2                                |
| Bus Guide                   | 6                                |
| Bus Guide Manager           | 1                                |
| Bus Guide Supervisor        | 1                                |
| Custom Evens Manager        | 1                                |
| Customer Service Manager    | 1                                |
| Customer Service Supervisor | 1                                |
| Dancer                      | 22                               |
| Day Operations Manager      | 1                                |
| Day Operations Supervisor   | 1                                |
| Day Ops Asst. Manager       | 1                                |
| Director of Sales           | 1                                |
| Drummer                     | 4                                |
| Drummer Supervisor          | 1                                |
| Emcee                       | 2                                |
| Entertainment Manager       | 2                                |
| Fireknife Dancer            | 5                                |
| Human Resources Assistant   | 2                                |
| Janitorial                  | 2                                |
| Janitorial Supervisor       | 1                                |
| Japanese Interpreter        | 3                                |
| Landscaper                  | 7                                |
| Lights & Sounds Supervisor  | 1                                |
| Lights & Sounds Tech        | 4                                |
| Line Captain                | 2                                |
| Marketplace Cashier         | 6                                |
| Marketplace Manager         | 1                                |
| Marketplace Supervisor      | 2                                |
| Media                       | 1                                |
| Musician                    | 9                                |
| Musician Supervisor         | 1                                |
| Night Operations Manager    | 2                                |
| Photo Lab Manager           | 1                                |
| Photo Supervisor            | 1                                |
| Photographer                | 7                                |
| Purchasing                  | 3                                |
| Repair & Maintenance        | 4                                |
| Reservationist              | 5                                |
| Reservations Manager        | 1                                |
| Sales Coordinator           | 1                                |
| Sales Manager               | 3                                |
| Server                      | 35                               |
|                             | 181                              |



PC SERVICES, INC. dba

*Paradise Cove Luan*

92-1089 ALIINUI DRIVE  
KAPOLEI, HAWAII 96707

*Ms. Anne E. Perrera-Eustaquio  
Dept. of Labor & Industrial Relations  
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890 Punchbowl St. Room 221  
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