

Notice of Furlough and Reduction in Force (RIF) Due to Coronavirus to Government Officials

January 29, 2021

The Honorable Rick Blangiardi
 Mayor
 City and County of Honolulu
 Honolulu Hale
 530 South King Street
 Honolulu, HI 96813

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

2021 FEB -2 AM 10: 03
 DEPT. OF LABOR AND INDUSTRIAL RELATIONS
 DIRECTOR'S OFFICE

Dear Mayor Blangiardi and Director Perreira-Eustaquio,

On November 30, 2020, Hawaii HIS Corporation sent letters informing the City and County of Honolulu and the Department of Labor and Industrial Relations that we were furloughing 117 employees through January 31, 2021. We are writing to provide notice that we are extending the furloughs further because of the ongoing pandemic and the negative financial effects it continues to have on the company.

Based upon the rapidly changing circumstances, we are providing you with shortened notice pursuant to the unforeseen business circumstances exception in 29 U.S.C. §2101(b)(2)(A) and 29 C.F.R. § 639.9.

*Prolonged furloughed and reduced work hours:

Affected Office and locations

Location	Address
Head Office	2250 Kalakaua Ave Suite 406 Honolulu HI 96815
WSP 410 Office	2250 Kalakaua Ave Suite 410 Honolulu HI 96815
Lea Lea Lounge	2233 Kalakaua Ave Space B308 Space 2 Honolulu HI 96815
Lea Lea Market Originals	2255 Kalakaua Ave Honolulu HI 96815
Waikiki Club Lounge by LeaLea	330 Royal Hawaiian Ave Honolulu HI 96815
Airport	Honolulu International Airport #350 Space 152D Honolulu HI 96819
Kaheka Branch	801 Kaheka St Honolulu HI 96814
Kona Branch	75-5660 Palani Rd. #204 Kailua-Kona HI 96740
Maui Branch	173 Alamaha St #6 Kahului HI 96732

Affected Job Title

Job Title	Counts
Accounting Associate	4
Airport Supervisor	1
Airport Assistant Supervisor	1
Business Development Associate	1
Global Inbound Associates	1
Group/Event Tour Assistant Supervisor	1
Group/Event Tour Coordinator	4
Guest Relations Assistant Supervisor	5
Guest Relations Coordinator	33

Job Title	Counts
Lounge Receptionist	1
Marketing Associate	4
Operation Support Associate	4
Recruitment and Training Associate	1
Reservations Assistant Supervisor	1
Reservation Associate	13
Retail Sales Associate	4
Start Up Venture Business Associate	4
Travel Consultant	4
Grand Total	87

In addition, because of the continuing economic impact of the pandemic for the foreseeable future, 30 employees out of these 87 employees will be laid off as of March 31, 2021.



Hawaii HIS Corporation

2250 Kalakaua Avenue, Suite 406 Honolulu, Hawaii 96815 • Phone:808.923.3610 • Fax:808.792.9640

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Kona Branch	75-5660 Palani Rd. #204 Kailua-Kona HI 96740

Affected Job Title

Job Title	Counts
Accounting Associate	2
Business Development Associate	1
Group/Event Tour Coordinator	4
Guest Relations Assistant Supervisor	1
Guest Relations Coordinator	4

Job Title	Counts
Lounge Receptionist	1
Marketing Associate	2
Operation Support Associate	4
Reservation Associate	8
Retail Sales Associate	3
Grand Total	30

Although we do not believe these layoffs trigger our obligations under WARN, we are providing this notice to you in an abundance of caution. We will notify the DOL 60 days in advance if we decide more layoffs are necessary and in future.

No bumping rights exist and the affected employees are not unionized.

If you have any questions, please contact Human Resources manager at hnl-hr@his-world.com.

Tomohiro Murakami
President
Hawaii HIS Corporation

1/29/2021

Date



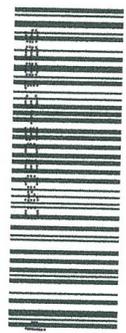
Hawaii HIS Corporation
2250 Kalakaua Avenue, Suite 406
Honolulu, HI 96815

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Ms. Anne E. Perreira-Eustaquio
Director

Department of Labor and Industrial Relations
830 Punchbowl Street Room 321
Honolulu, HI 96813



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FIRST CLASS