



March 6, 2019

**VIA EMAIL AND OVERNIGHT DELIVERY**

Email: [dlir.workforce.develop@hawaii.gov](mailto:dlir.workforce.develop@hawaii.gov)  
State Department of Labor & Industrial Relations  
Director's Office  
Workforce Development Division  
830 Punchbowl Street, Room 321  
Honolulu, Hawaii 96813

**VIA OVERNIGHT DELIVERY**

City and County of Honolulu - Mayor's Office  
Mayor Kirk Caldwell  
Honolulu Hale  
530 South King Street, Room 300  
Honolulu, Hawaii 96813

Re: Notice Pursuant to Worker Adjustment and Retraining Notification ("WARN") Act

Dear Hawaii DLIR Director and Honolulu Mayor Kirk Caldwell:

This is to notify you that Tesla has made the decision to shift sales worldwide to an online only model. As a result, individuals employed by Tesla, Inc. (directly or through the affiliated employing entity) has made the difficult decision to close the Waikiki retail location at 2330 Kalakaua Avenue, Honolulu, Hawaii ("the Facility").

These are very difficult decisions and we have prepared our team to assist with any questions impacted employees may have during this transition and are here to help. We are thankful for everything they have done to advance our mission and are deeply grateful for their contributions to Tesla.

As a result of this action, some employees at the Facility may transfer to another location or other position. Impacted employees will continue to be employed and to receive pay and benefits for 60 days from their date of notification.

This action is expected to be permanent. Because Tesla does not recognize bumping rights for employees affected by this action, terminated employees may not displace remaining employees based on seniority or any other factor. Affected employees have been notified and provided detailed information on next steps, and will be paid all wages and other benefits to which they are entitled through their date of separation. We provided as much notice as we can to impacted employees and prepared our team to assist in their transition.

This notice is provided pursuant to any possible obligation under the federal Worker Adjustment and Retraining Notification Act ("WARN"), and/or state equivalent. Based on current information, we anticipate that approximately 19 employees who work at the Facility will be impacted or separated from Tesla no earlier than 60 days from their date of notification, which will be May 5, 2019, although impacted employees may transfer or choose to apply to open positions. Attached is a list of affected positions and corresponding number of affected employees at the Facility, although some may transfer



Tesla, Inc.  
6800 Dumbarton Circle, Fremont, CA 94555

to other locations and/or apply to other roles. No employees affected positions are represented by a union or any other collective bargaining representative. Additional information may be provided, as needed, as it becomes available.

Our internal Workforce Development team will be in touch shortly to coordinate resource sharing and training for impacted employees, if they have not done so already. Thank you for your support and please let us know if we can answer any questions you may have. For further information, please contact Andy Schwartz at tel. 510-410-0882.

**LIST OF AFFECTED JOB POSITIONS  
AT THE FACILITY**

<b><u>Job Title and Corresponding Number of Impacted Employees</u></b>	
Associate Store Manager	1
Customer Experience Specialist	14
Customer Experience Specialist II	1
Store Manager	1
Tesla Advisor Trainee	1
Tesla Advisor	1