



March 20, 2020

Scott Murakami, Director  
State of Hawaii Department of Labor and  
Industrial Relations  
830 Punchbowl St # 321  
Honolulu, HI 96813

Kirk Caldwell, Mayor  
City and County of Honolulu  
530 S. King Street #300  
Honolulu, HI 96813

Harry Kim, Mayor  
County of Hawaii  
25 Aupuni Street  
Hilo, HI, CA 96720

Michael Victorino, Mayor  
County of Maui  
200 S. High Street, 9th Floor  
Wailuku, HI 96793

Derek S. K. Kawakami, Mayor  
County of Kauai  
444 Rice St., Suite 235  
Lihue, HI, CA 96766

2020 MAR 24 AM 8:35  
DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

Gentlemen:

The purpose of this letter is to inform you that, due to the outbreak of Coronavirus Disease ("Covid-19"), Polynesian Adventure Tours, LLC ("Poly Ad") has experienced unexpected cancellations in charter bus reservations and a complete stoppage of business. To respond to this sudden, unanticipated and dramatic economic downturn in Poly Ad's business conditions, Poly Ad has decided to lay-off employees. Poly Ad's facilities are located at (a) 2880 Kilihau St., Honolulu, HI 96819; (b) 273 Dairy Rd., Kahului, HI 96732; (c) 4031 Halau St. Bay #4, Lihue, HI 96766; (d) 73-4818 Kanalani St., Kailua-Kona, HI 96740; (e) 888 Kalaniana'ole Ave. Unit C, Hilo, HI 96720 and (f) 3-2087 Kaumualii Hwy, Lihue, HI 96766.

Unfortunately, Poly Ad was unable to provide more advanced notice of these layoffs and furloughs because of the unforeseeable physical calamity and natural disaster that is Covid-19 and the resulting unforeseen business circumstances for Poly Ad. Poly Ad has given as much notice as was practicable under the circumstances.

All Poly Ad employees will be laid-off starting today and continuing over the next 14 days, as described below. Some of the layoffs may be permanent and the others may be temporary. Poly Ad anticipates that the furloughs will last for at least 45 days and will provide reasonable notice of any changes in the furlough timeline. Bumping rights, meaning the ability to displace less senior employees at other company do not exist, except under a collective bargaining relationship with ILWU Local 142,

which represents some of the employees based in the Honolulu facility. Donna Domingo is the union president and her address is 451 Atkinson Drive, Honolulu, HI 96814

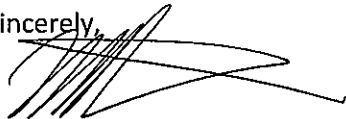
The Poly Ad official to contact for further information is:

Marc Rubenstein  
Senior Vice President/Chief Operating Officer  
Polynesian Adventure Tours, LLC  
2880 Kilhau Street  
Honolulu, HI 96819  
  
808.833.9600

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, to the extent applicable, based on the best information available at this time. To the extent this event is covered by any advance notice requirements to employees, this letter is intended to fulfill these requirements. The providing of this notice does not serve as an admission that any such notice is either necessary or required.

If you have any questions, please contact the undersigned. Thank you for your consideration.

Sincerely,



Marc Rubenstein  
SVP / COO  
Polynesian Adventure Tours, LLC

**POLYNESIAN ADVENTURE TOURS, LLC**

2880 KILIHOU STREET  
HONOLULU, HAWAII 96819

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