



DEPT. OF LABOR AND
 INDUSTRIAL RELATIONS
 DIRECTOR'S OFFICE
 2020 APR - 1 AM 8:27

March 31, 2020

Via Facsimile (808) 586-0006
Certified Mail, Return Receipt Requested

The Honorable David Ige
 Governor of the State of Hawaii
 Executive Chambers, State Capitol
 Honolulu, HI 96813

Via Facsimile (808) 270-7870
Certified Mail, Return Receipt Requested

The Honorable Michael Victorino
 Mayor of the County of Maui
 Office of the Mayor
 200 S. High St.
 Kalana O Maui Bldg. 9th Fl.
 Wailuku, HI 96793

Via Facsimile (808) 768-5552
Certified Mail, Return Receipt Requested

The Honorable Kirk Caldwell
 Mayor of the City and County of Honolulu
 Office of the Mayor
 530 South King Street, Room 300
 Honolulu, Hawaii 96813

Via Facsimile (808) 323-4440
Certified Mail, Return Receipt Requested

The Honorable Harry Kim
 Mayor of the County of Hawaii
 Hawai'i County Building
 25 Aupuni St.
 Hilo, Hawai'i 96720

Via Facsimile (808) 241-6877
Certified Mail, Return Receipt Requested

The Honorable Derek S.K. Kawakami
 Mayor of the County of Kauai
 4444 Rice St., Suite 235
 Lihue, HI 96766

Via Facsimile (808) 586-9099
Certified Mail, Return Receipt Requested

Mr. Scott Murakami
 Director
 Department of Labor & Industrial
 Relations
 830 Punchbowl Street, Room #321
 Honolulu, HI 96813

Via Facsimile (808) 586-8822
Certified Mail, Return Receipt Requested

Workforce Development Division
 830 Punchbowl Street Room #329
 Honolulu, HI 96813



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285 Sand Island Access Rd, Honolulu, HI 96819 | 808.447.4100 | www.yhata.com





Re: Federal WARN Act Notice

To whom it may concern:

The COVID 19 crisis is a natural disaster. Travel restrictions, self-quarantine edicts, limits on gatherings and social distancing are an unforeseen business circumstance. Collectively, these events have negatively affected restaurants and in turn our business to such a degree that unless emergency measures are adopted, we risk the opportunity to resume operations once the crisis passes.

Under the Federal Worker Adjustment and Retraining Notification ("WARN") Act, we are providing you the following notice. Between March 20-31, 2020, all 437 of the employees at the Y. Hata & Co, Ltd, except 312 employees and managers will be laid-off. Initially, the lay-off will be permanent for 22 employees and temporary for 103 but depending on the duration of our diminishment of operations, the lay-offs could be permanent. Bumping will not be allowed.

Y. Hata has the following locations:

Oahu

285 Sand Island Access Rd, Honolulu, HI 96819
2103 Kaliawa St, Honolulu HI 96819
2888 Ualena St, Honolulu, HI 96819
2905 Koapaka St, Honolulu, HI
*94-272 Pupuole St., Waipahu, HI 96797

Maui

*269 Papa Place, Unit 8, Kahului, HI 96732

Kauai

2975 Aukele St, Lihue, HI 96766

Big Island

300 Kanoelehua Ave, Hilo, HI 96720

*Permanent Layoffs



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Exhibit A contains a listing of the job titles of each impacted classification and the number of employees in each job classification.

Employees are not represented by any union.

If you have any questions, please contact Lina Le, Enterprise HR Director, at 285 Sand Island Access Road, Honolulu, HI 96819 or via phone at 808.447.4123.

Sincerely,

A handwritten signature in black ink that reads "Lina Le". The signature is written in a cursive, flowing style.

Lina Le
Enterprise HR Director

Enclosure: Exhibit A: List of job titles and number of employees in each classification to be laid off.

CC: Employees affected by layoff



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Y. Hata & Co.,



L I M I T E D

Department/ Position	Employees
Oahu Accounting	5
Oahu Corporate Admin	1
Oahu Electronic Data Processing	2
Oahu Finance & Control	1
Oahu Human Resources	2
Oahu Inventory Control	1
Oahu Purchasing	6
Oahu Training	1
Oahu Day Transportation	6
Oahu Night Transportation	2
Oahu Info Central	6
Oahu Merchandising	4
Oahu Customized	1
Oahu Cost Management	1
Oahu Intl Logistics	1
Oahu Night Warehouse	11
Oahu Warehouse Stock	5
Oahu Quality Assurance	2
Oahu Sanitation	2
Kauai Transportation	4
Kauai Customer Service	3
Kauai Outside Sales	2
Kauai Night Warehouse	4
Kauai Day Warehouse	3
Hilo Accounting	1
Hilo Transportation	3
Hilo Customer Service	2
Hilo Account Management	1
Hilo Night Warehouse	8
Hilo Warehouse Stock	2
ChefZone Customer Service	3
ChefZone Ops Warehouse	4
Koapaka Warehouse Night	3
King Corporate Admin	1
King Purchasing	2
King Transportation	7
King Info Central	2
King Merchandising	1
King Account Management	4
King Day Warehouse	5
Total	125



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