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By Jan Kusakabe at 2:51 pm, Jul 16, 2020

July 15, 2020

Scott Murakami, Director  
State Dept. of Labor and Industrial Relations  
830 Punchbowl Street, Room 321  
Honolulu, HI 96813  
VIA FIRST CLASS MAIL AND EMAIL TO  
dlir.workforce.council@hawaii.gov

Mayor Kirk Caldwell  
530 South King Street, Room 300  
Honolulu, Hawaii 96813  
VIA FIRST CLASS MAIL AND EMAIL TO  
mayor@honolulu.gov

Dear Mayor Caldwell and Mr. Murakami,

This letter is notice that Palace Entertainment ("Company") is taking job actions in relation to employees who work at Sea Life Park at 41-202 Kalaniana'ole Hwy, Waimanalo, Hawaii 96795. There are 55 employees being permanently laid off at this employment site. Of these employees that will be permanently laid off, 55 of these employees were placed on temporary furlough beginning on March 17, 2020, and those temporary furloughs will now become permanent layoffs. The first permanent layoff at this site will occur on July 31, 2020.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available broken down by location if multiple locations are involved.

The information provided in this notice is based on the best information available to us at this time. Whether or not these actions trigger the requirements of the Worker Adjustment and Retraining Notification Act or applicable state law, we thought it appropriate to give you this notice.

We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We did not foresee how significantly and for how

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long a time the epidemic and related governmental lockdown orders would impact our business. We also did not foresee that lockdown orders, initially issued for short durations in only a few cities, would spread throughout the country and be repeatedly extended. Nor did we foresee that these events would gravely impact our business not merely for a short period, but now for the foreseeable future. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these circumstances caused by the novel coronavirus epidemic national disaster and national emergency.

Should you wish further information, please contact me at 808-343-6855.

*Valerie King*

Valerie King  
General Manager

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