

July 23, 2020

Scott Murakami, Director
State Dept. of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
VIA FRIST CLASS MAIL

Mayor Kirk Caldwell
530 South King Street, Room 300
Honolulu, HI 96813
VIA FIRST CLASS MAIL

Dear Mayor Caldwell and Mr. Murakami,

This letter is to advise you that E Noa Corporation (“Company”) has needed to take job actions in relation to employees who work at E Noa Corporation at 3015 Koapaka Street Honolulu, HI 96819. There are 233 out of 271 employees who were laid of at this employment site. The first layoff was effective on March 19, 2020. Subsequent layoffs took place on March 20, 2020; March 24, 2020; April 1, 2020; April 18, 2020; May 1, 2020; May 7, 2020; and May 15, 2020.

These actions were unforeseeable but imperative due to the effects of COVID-19 on the business operations. On March 23, 2020 the Company ceased the majority of its operations as a result of the COVID-19 and the City and State Emergency Orders that were implemented due to the pandemic.

We did not foresee the extent or severity of impact this epidemic and related orders and regulations would have on our business and State. At this time, based on all information available, the Company now projects the majority of these permanent layoffs to extend past a six-month period. With this new projection, it is in good faith that this notice is sent pursuant to regulations contained in the Worker Adjustment and Retraining Notification (WARN) Act. This notice is being sent as promptly as possible given all circumstances.

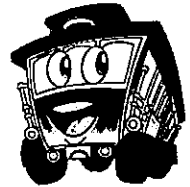
A list of the affected position is enclosed. Affected employees do not have bumping rights. Employees are not represented by a union.

For further information please contact me at 808-792-4422.

Sincerely,

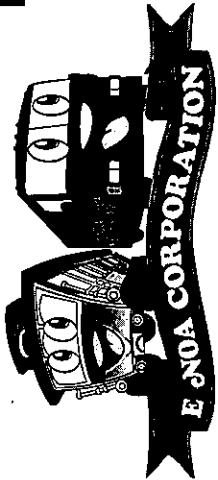
Haley Reddell
Human Resources Manager
E Noa Corporation
hreddell@enoa.com

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE
2020 JUL 28 PM 4: 23



**E Noa Corporation
Positions Affected by Mass Layoff**

Job Title	Number of Employees Affected
Company Culture Developer	1
Customer Service Representative	16
Customer Service Representative Supervisor	1
Dispatcher and Reservationist	8
Driver Trainee	11
Driver Trainer	5
Employee Shuttle Driver	2
Janitor	2
Japanese Narrator	10
Japanese Narrator Lead	1
Lead Vehicle Cleaner	2
Maintenance Clerk	1
Mechanic	18
Overnight Maintenance Manager	1
Parts Associate	1
Restoration Specialist	2
Scheduler	2
Time Keeping Clerk	1
Tour Driver	25
Tour Manager	1
Training Manager	1
Transportation Supervisor	3
Trolley Driver	106
Trolley Manager	1
Vehicle Cleaner	11



ENOA TOURS & THE WAIKIKI TROLLEY
P.O. Box 30526
Honolulu, HI 96820

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