



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE
2020 AUG 24 PM 12: 01

August 19, 2020

CERTIFIED MAIL – RETURN RECEIPT REQUESTED

Anne E. Perreira-Eustaquio
Director
Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

Dear Director Perreira-Eustaquio:

Due to the economic impact of COVID-19 (coronavirus) with stores closed since March 18th, along with the announcement of the delay to visitor travel, we are implementing measures to ensure the financial stability of our company. The current pandemic situation continues to impact our business significantly, and as a result, we find that we must make some difficult personnel decisions. We were unable to provide the sixty day notice due to the strategic plan being based on the opening of visitor travel opening on September 1st. With the announced delay until at least October 1st, we have had to quickly reconsider our financial situation.

This letter is to inform you that by September 5, 2020 we will be laying off 71 employees. A listing of employees that are affected along with their job classifications is enclosed. Letters will be emailed, and personal conversations will be had with each employee affected by this layoff. A copy of the employee notification is also enclosed.

Despite trying to diversify our business and our endless efforts of our current working staff, we need to be smart and strategic by making hard decisions so that we as a local company reliant on the visitor market can withstand this very difficult situation.

If you need clarification or have any further questions regarding this notice, please do not hesitate to email me at hmarcos@honolulucookie.com or call 808-695-2526.

Aloha,

Heather Aki-Marcos
Director of Human Resources
K & S Hawaiian Creations Inc. dba Honolulu Cookie Company

Enclosures:

- Employee Lay off Listing

255 Sand Island Access Road, Honolulu, HI 96819
p 808.845.1778 f 808.845.8046

honolulucookie.com | | [@honolulucookie](https://www.instagram.com/honolulucookie)



Employee Listing

1 – Baker

18 – Bakery Workers

3 – Delivery Drivers

14 – Packers

1 – Packing Support

4 – Warehouse Associates

1 – Warehouse Supervisor

1 – Director of Wholesale

1 – Corporate Sales Coordinator

16 – Sales Associates

7 – Retail Shift Supervisors

1 – Retail Supervisor

2 – Retail Store Managers

1 – Hawaii District Manager (Retail)

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