



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 SEP 24 PM 12: 23

September 20, 2020

Paradise Cove Luau

The Honorable Kirk Caldwell
Mayor, City and County of Honolulu
530 S. King St. Room 300
Honolulu, Hawaii 96813

Ms. Anne E. Perreira-Eustaquio
Department of Labor and Industrial Relations
State of Hawaii
830 Punchbowl St. Room 321
Honolulu, HI 96813

Re: Worker Adjustment & Retraining Notification

Dear Mayor Caldwell and Director Perreira-Eustaquio:

This notice will supplement our notice of March 20, 2020. Although we believe this notice is not required for reasons including that the cause is due to a natural disaster and unforeseeable business circumstances, pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), we hereby provide you notice in your capacity as the State Dislocated Worker Unit that Paradise Cove Luau may be permanently laying off some of its employees at our Luau operations at 92-1089 Ali'inui Drive, Kapolei, HI 96707 and 1860 Ala Moana Blvd. Suite 401, Honolulu, HI 96815 on or about November 2, 2020.

Pursuant to the WARN regulations we are providing you with the following information:

1. The employment site where the permanent layoffs will occur is at 92-1089 Ali'inui Drive, Kapolei, HI 96707 and 1860 Ala Moana Blvd. Suite 401, Honolulu, HI 96815.
2. The nature of the planned action is a layoff of some employees which will be permanent.
3. Employees were initially laid off on March 20, 2020. Through the PPP (Paycheck Protection Program), employees received paychecks for the period of 3/29/2020-6/6/2020.
4. The job titles of the positions that may be affected and the number of employees in these classifications is shown by the attached employee list. We do not foresee reemploying any of our laid off employees before October 15, 2020, or earlier if State and County restrictions are lifted to enable business to resume. We are hopeful restrictions will be lifted earlier to enable us to reemploy some of our employees sooner.

Paradise Cove Luau

5. There are approximately 164 employees at 92-1089 Aliinui Drive, Kapolei, HI 96707 and 17 employees at 1860 Ala Moana Blvd. Suite 401, Honolulu, HI 96815
6. All employees continue to be laid off since June 7, 2020, due to the continued closure, however, we now have determined that there will be permanent layoffs rather than temporary.
7. The Company officials to contact are Brenda Lopes at (808) 792-6007.

Very truly yours,
Paradise Cove Luau
Brenda Lopes
Human Resources Manager

| Job Classification | Affected No. of Employees |
|----------------------------|----------------------------------|
| Accounts Billing | 1 |
| Accounts Payable | 1 |
| Accounts Recivable | 1 |
| Assistant Line Captain | 2 |
| Bartender | 5 |
| Beach Services | 7 |
| Beach Services Supervisor | 2 |
| Box Office Cashier | 3 |
| Box Office Manager | 1 |
| Box Office Supervisor | 2 |
| Bus Guide | 6 |
| Bus Guide Manager | 1 |
| Bus Guide Supervisor | 1 |
| Custom Evens Manager | 1 |
| Customer Service Manager | 1 |
| Customer Service Supervis | 1 |
| Dancer | 22 |
| Day Operations Manager | 1 |
| Day Operations Supervisor | 1 |
| Day Ops Asst. Manager | 1 |
| Director of Sales | 1 |
| Drummer | 4 |
| Drummer Supervisor | 1 |
| Emcee | 2 |
| Entertainment Manager | 2 |
| Fireknife Dancer | 5 |
| Human Resources Assistan | 2 |
| Janitorial | 2 |
| Janitorial Supervisor | 1 |
| Japanese Interpreter | 3 |
| Landscaper | 7 |
| Lights & Sounds Supervisor | 1 |
| Lights & Sounds Tech | 4 |
| Line Captain | 2 |
| Marketplace Cashier | 6 |
| Marketplace Manager | 1 |
| Marketplace Supervisor | 2 |
| Media | 1 |
| Musician | 9 |
| Musician Supervisor | 1 |
| Night Operations Manager | 2 |
| Photo Lab Manager | 1 |
| Photo Supervisor | 1 |
| Photographer | 7 |
| Purchasing | 3 |
| Repair & Maintenance | 4 |
| Reservationist | 5 |
| Reservatons Manager | 1 |
| Sales Coordinator | 1 |
| Sales Manager | 3 |
| Server | 35 |
| | 181 |



PC SERVICES, INC. dba

Paradise Cove Luau

92-1089 ALIINUI DRIVE
KAPOLEI, HAWAII 96707

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



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