

MG-HILA LLC**RECEIVED**

By Jan Kusakabe at 2:57 pm, Sep 30, 2020

September 30, 2020

Via Email Transmission and Mail

The Honorable Kirk Caldwell
Mayor.
530 South King Street, Room 300
Honolulu, HI 96813

Director
Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
dlir.director@hawaii.gov

RE: Notice of Layoffs Pursuant to the Worker Adjustment and Retraining Notification Act

To Whom It May Concern:

In compliance with the Federal Worker Adjustment and Retraining Notification ("WARN") Act 29 U.S.C. § 2101 et seq.) and Hawaii's Dislocated Workers Act ("DWA"), MG-Hila LLC d/b/a Stripsteak (the "Company") is writing to provide you with notice of a "mass layoff" and "termination" as those terms defined by the statute, at MG-Hila LLC located at 2330 Kalakaua Ave #330 Honolulu, HI 96815. The restaurant currently employs 60 employees.

Due to the COVID-19 pandemic and state and local government orders, the Company closed the restaurant and started furloughing employees on 3/21/2020. In total, 57 employees were furloughed. Although the Company had hoped the government required orders and resulting business decline would be short, the continued restrictions have severely impacted our business.

As you know, the Governor issued restrictive orders beginning in March 2020 and has subsequently issued twelve additional restrictive proclamations, which include stay-at-home orders, 14-day quarantine periods for all visitors to Hawaii, limitations on inter-island travel, health screenings, and beach closures, including restrictions put into place by the Mayor of Honolulu. Most recently, there continues to be an increase in the number of COVID-19 cases across the state and, as a result, the Governor has recently issued his 12th proclamation in addition to the Mayor of Honolulu continuing his orders prohibiting social gatherings and requiring everyone not including essential workers, to stay at home, among various other restrictions. These continued restrictions will prolong the economic impact the virus has had on our restaurant's business and the determination that there is no representative prospect for restaurant revenues to recover to a sustainable level in the foreseeable future.


The unforeseen circumstances which were brought by the COVID-19 pandemic and the still evolving state and local measures to help contain the virus, have and will continue to impact our operations. As a result of that, the Company will be keeping the restaurants closed and extended employee furloughs for an indeterminate number of months. Should any notice be required, it has

been given as soon as reasonably practicable, in light of the unpredictable, continually changing events created by COVID-19.

The furloughs are expected to be temporary and all affected employees are being notified that their furloughs from employment will continue for an indeterminate period, however will become permanent by 12/31/2020 should we not be able to resume operations and recall employees. No employees are represented by unions and have no bumping rights. Included in this letter is a list of the affected job title, classifications and the number of employees in each classification. The information contained in this letter is based on the best information available to the company at this time.

Our mailing address is 244 California Street, Ste 410 San Francisco, CA 94111. For additional information regarding this matter, you may contact me at 415-359-0791 or via email to crosales@minagroup.net.

Sincerely,



Christopher Rosales
Director of Human Resources

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LIST OF AFFECTED JOB TITLE, JOB CLASSIFICATIONS AND # OF EMPLOYEES IN EACH CLASSIFICATION

Job Title	Classification	# of Employees Impacted
Barback	Non Exempt	2
Bartender	Non Exempt	4
Busser	Non Exempt	9
Captain	Non Exempt	1
Cook	Non Exempt	9
Executive Sous Chef	Exempt	1
Food Runner	Non Exempt	7
Host	Non Exempt	4
Pastry Cook	Non Exempt	1
Prep Cook	Non Exempt	1
Server	Non Exempt	15
Sommelier	Non Exempt	1
Sous Chef	Exempt	1
Steward	Non Exempt	3
Supervisor	Non Exempt	1