



Don Quijote (USA) Co., Ltd.

801 Kaheka Street Honolulu, Hawaii 96814
Tel: (808) 973-6600 Fax: (808) 973-4844

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 NOV 16 AM 11:26

November 13, 2020

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

Re: **Don Quijote (USA) Co., Inc.**

Dear Ms. Perreira-Eustaquio:

I am writing to notify you that certain positions at **Don Quijote (USA) Co., Inc.** (the "Company") will be affected due to an internal reorganization as of January 17, 2021 or later. Although we do not believe that this transaction triggers the notice requirements of Haw. Rev. Stat. ch. 394B, as amended (assuming that they are in effect under Governor Ige's Covid-19 Emergency Orders), in an abundance of caution, the Company is providing written notification to the employees who are affected by the transaction and is informing them of their potential right to a dislocated worker allowance under the Dislocated Workers' Act. A copy of the notice provided to the Company's employees is enclosed for your reference.

The Company's corporate offices are located at 801 Kaheka Street, Honolulu, Hawaii 96814. The total number of employees currently employed by the Company is 720 and the approximate number of employees to be laid off or terminated is 84. We anticipate that approximately 73 of the employees will be employed by a sister entity of the Company and/or that other employees will receive other positions at QSI, DQUSA, or Marukai. If you have any questions or require any additional information, please contact Lori Kawano at 973-6692.

Thank you for your attention to this matter.

Very truly yours,

Edwin Sawai
President
Don Quijote (USA) Co., Ltd.



Don Quijote (USA) Co., Ltd.

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November 16, 2020

Employee's Name
Address1

Dear

I am writing to inform you that as of January 17, 2021 there will be an internal restructuring [*no third party entities that are not related to Pan Pacific Retail Management (Hawaii) Corporation are involved*] involving the formation of a new sister company, Pan Pacific Retail Management (Hawaii) Corporation (PPRMHI). This new company has been established to consolidate all of the current back-office functions that now exist separately in our Hawaii operations into one shared services operations. The plan is to bring together the companies' back-office staff and managers so they can better support and serve all the stores. As a result of this consolidation, your employment with your present Company will end and you, along with most of the back-office staff, may be transitioned into the new company, Pan Pacific Retail Management (Hawaii) Corporation (PPRMHI) on or after January 17, 2021.

This transaction may be considered a "partial closing" under state law, if it is and if it results in your separation from employment, it may be determined by the Hawaii Department of Labor and Industrial Relations, Unemployment Insurance Division, that you may be eligible for unemployment benefits and also eligible for a dislocated worker allowance upon your separation. Any such dislocated worker allowance that you receive will be offset by any severance pay benefits you receive from the Company, so you will receive the greater of the two types of benefits, but not both. If you receive a determination of eligibility for unemployment benefits following the transaction, please contact your HR department and provide a copy of the eligibility notice so that a determination can be made regarding a dislocated worker allowance.

If you have any questions, please contact your HR Department.

Very truly yours,

President
Edwin Sawai
Don Quijote (USA) Co., Ltd.

Cc: Ms. Anne E. Perreira-Eustaquio, Hawaii Department of Labor and Industrial Relations



Don Quijote (USA) Co., Ltd.
801 Kahaka Street
Honolulu, Hawaii 96814

CERTIFIED MAIL



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**RETURN RECEIPT
REQUESTED**

Ms. Anne E. Pereira-Eustaquio
Acting Director
Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, Hawaii 96813



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