



# MARUKAI HAWAII CO. LTD.

801 Kaheka St. • Honolulu, Hawaii 96814 USA  
Phone (808) 973-6600 / Facsimile (808) 973-4844

November 13, 2020

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

2020 NOV 16 AM 11:27  
DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

Re: **Marukai Hawaii Co. Ltd.**

Dear Ms. Perreira-Eustaquio:

I am writing to notify you that certain positions at **Marukai Hawaii Co. Ltd.** (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 151 and the approximate number of employees to be laid off or terminated is 19. We anticipate that approximately 13 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 973-6624.

Thank you for your attention to this matter.

Very truly yours,

Edwin Sawai  
President  
Marukai Hawaii Co. Ltd.



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801 Kaheka St. • Honolulu, Hawaii 96814 USA  
Phone (808) 973-6600 / Facsimile (808) 973-4844

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,

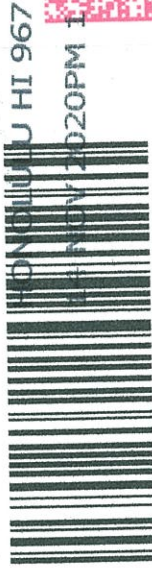
President  
Edwin Sawai  
Don Quijote (USA) Co., Ltd.

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



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

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**RETURN RECEIPT  
 REQUESTED**

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



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