



"Bakers to all Hawaii since 1851"

Loves Bakery, Inc.
P.O. Box 294
Honolulu, Hawaii 96809

911 Middle Street Honolulu, HI 96819
(808) 841-2088 phone ♥ (808) 841-2646 fax

March 1, 2021

Via Facsimile (808) 586-0006
Certified Mail, Return Receipt Requested

The Honorable David Ige
Governor of the State of Hawaii
Executive Chambers, State Capitol
Honolulu, HI 96813

Via Facsimile (808) 586-8822
Certified Mail, Return Receipt Requested

The Workforce Development Council
Department of Labor & Industrial
Relations
830 Punchbowl Street Room #417
Honolulu, HI 96813

Via Facsimile (808) 270-7870
Certified Mail, Return Receipt Requested

The Honorable Michael Victorino
Mayor of the County of Maui
Kalana O Maui Building
200 S. High Street, 9th Floor
Wailuku, Hawaii 96793

Via Facsimile (808) 768-5552
Certified Mail, Return Receipt Requested

The Honorable Rick Blangiardi
Mayor of the City & County of Honolulu
530 South King Street, Room 300
Honolulu, HI 96813

Via Facsimile (808) 586-9099
Certified Mail, Return Receipt Requested

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

Via Facsimile (808) 961-8211
Certified Mail, Return Receipt Requested

The Honorable Mitch Roth
Mayor of the County of Hawai'i
Hawai'i County Building
25 Aupuni St.
Hilo, Hawai'i 96720

Via Facsimile (808) 241-6877
Certified Mail, Return Receipt Requested

The Honorable Derek Kawakami
Mayor of the County of Kauai
4444 Rice St., Suite 235
Lihue, HI 96766

Via Facsimile (808) 941-5867
Certified Mail, Return Receipt Requested

Mr. Mike Yamaguchi & Mr. Paris
Fernandez
451 Atkinson Drive
Honolulu, HI 96814

Re: Federal WARN and Hawaii Dislocated Workers Act Notice

Dear Sir or Madame:

COVID-19 has had a major negative impact across many industries, including the hospitality, restaurant, and retail industries. State, local, and federal regulations implemented to reduce the spread of COVID-19 has greatly affected many businesses, resulting in a dramatic decline in sales across all our locations. COVID-19 has also impacted many of our mainland suppliers causing delays in the ingredients and replacement parts for our aging bakery equipment. With the decline in revenue and the increasing expenses to keep the bakery running, we have made the difficult decision to cease operations as a faltering business. We are seriously delinquent in rent and were unable to qualify for the 2nd round of PPP funding. We have not been able to obtain additional financing.

While we hoped that our business could continue under the circumstances, Love's Bakery, Inc., a domestic for-profit corporation located at 911 Middle St., Honolulu, Hawaii 96819-2317 ("Love's") has decided to close and cease all operations on March 31, 2021. Thus, Love's is issuing this notice in accordance with the Worker Adjustment and Retraining Notification Act ("WARN") and the Hawaii Dislocated Workers Act, Hawaii Revised Statutes Chapter 394B ("DWA").

We are issuing this notice to give you and Love's employees as much advance notification as possible.

We wish to inform you of the following details, as required by 20 C.F.R. § 639.7 and/or Hawaii Administrative Rules § 12-506-7:

1. Name and address of the Employer:

Love's Bakery, Inc.
911 Middle St.
Honolulu, Hawaii 96819-2317

2. Name of Company Official to contact for more information:

Daryce Hamamoto
dhamamoto@lovesbakery.com

3. Name and address of employment sites where closing will occur:

Love's Bakery, Inc.
911 Middle St.
Honolulu, Hawaii 96819-2317

Love's Bakery, Inc.
Kaneohe Bakery Outlet
46-028 Kawa Bay A1
Kaneohe, HI 96744

Love's Bakery, Inc.
Hilo Bakery Outlet
500 Manono Street
Hilo, Hawaii 96720

Love's Bakery, Inc.
Maui Depot
55 South Wakea Avenue
Kahului, HI 96732

Love's Bakery, Inc.
Kauai Depot
1841 Leleiona Street
Lihue, HI 96766

Love's Bakery, Inc.
Kona Depot
73-4836 Kanalani Street
Kailua-Kona, HI 96740

4. The planned closing will be permanent.
5. The entire corporation will close.
6. Love's will close on March 31, 2021.
7. Number of employees covered:
231
8. Number of employees to be terminated:
231
9. Job titles of positions affected and number and names of affected employees in each job classification ("Affected Employees"):

See list of Affected Employees: Exhibit "A"
10. Bumping rights:

None

11. Unions representing Affected Employees:

ILWU Local 142

12. Person providing information as of date of this letter:

Daryce Hamamoto

If you have any questions or need further information, please do not hesitate to contact Mina Webster, Director of Human Resources, humanresources@lovesbakery.com or (808) 842-3337.

Sincerely,
Love's Bakery, Inc.

A handwritten signature in black ink that reads "Daryce Hamamoto". The signature is written in a cursive, flowing style.

Daryce Hamamoto
Interim President

Enclosure: Exhibit "A"