

He-Man Landscaping, LLC
P.O. Box 95
Kahului, Hawaii 96733

September 10, 2021

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

Re: He-Man Landscaping, LLC
Hawaii Dislocated Workers Act Notification pursuant to HRS §394B-9

Dear Ms. Perreira-Eustaquio:

This is to inform you that on or after November 10, 2021, there will be a “closing” under Hawaii Revised Statutes Chapter 394B in connection with a sale of the landscape maintenance business and related assets of He-Man Landscaping, LLC (“He-Man”) to Sperber Landscaping Company, Hawaii, LLC (“SLC”). Under the terms of the sale, all employees of He-Man (other than our spouses and our former VP of Operations) will continue to be employed by He-Man until at least November 10, 2021, to allow for the smooth transition of the business to SLC (the “Transition Period”). The Transition Period may be extended by mutual agreement between He-Man and SLC.

At the end of the Transition Period, He-Man will terminate the employment of its employees, and SLC will offer employment to all of the non-management employees of He-Man in its landscape maintenance business, with wages, salary and benefits, taken as a whole, that are no less favorable in the aggregate than the wages, salary and benefits currently provided by He-Man. With the exception of one manager and two family members of current ownership, He-Man does not anticipate any loss of employment will result from the transaction.

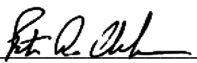
Because its employees’ employment with He-Man will terminate at the end of the Transition Period, He-Man is providing all of its employees with written notification of the estimated termination date, and informing them of their potential right to a dislocated worker allowance under the Hawaii Dislocated Workers’ Act.

The Company’s corporate offices are located at 4260 Hine Way, Lahaina, HI 96761. The total number of employees currently employed by the Company is 89. If you have any questions or require any additional information, please contact Peter Hehemann at (808)463-9201.

Thank you for your attention to this matter.

Very truly yours,

He-Man Landscaping, LLC

By: 
Peter Hehemann, Owner

By: *Timothy J. Hehemann*
Tim Hehemann, Owner