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March 31, 2020

**Via Email: dliir.workforce.council@hawaii.gov and
Certified Mail, Return Receipt Requested**

Statewide Rapid Response Coordinator
Department of Labor and Industrial Relations
Workforce Development Council
830 Punchbowl Street, Room 329
Honolulu, Hawaii 96813

RE: Dislocated Workers Act, HAR 12-506-7 Notice

Dear Coordinator:

We wish to notify you that Elite Parking Services LLC (“Elite”), a Hawaii corporation, whose address is 900 Fort Street Mall, Suite 1240, Honolulu, Hawaii 96813, is faced with having to take unpleasant actions including but not limited to furloughs and layoffs.

As you are aware, COVID-19 Coronavirus has had a sudden major negative impact across most industries with the hospitality, retail and restaurant industries experiencing some of the most significant challenges. Guidance to limit travel, large gatherings, the closing of many non-essential businesses and other practices to reduce the COVID-19 spread have resulted in dramatic declines across almost all of Elite’s locations. Some sites have limited and/or suspended services due to this unprecedented and unforeseeable natural disaster.

At this time, Elite does not believe that these actions will arise to the level necessary to trigger a “plant closing” or “mass layoff” under the Worker Adjustment and Retraining Notification Act (“WARN”) or a “closing” under the Dislocated Workers Act (“DWA”). Nevertheless, Elite is voluntarily providing this notice now in an abundance of caution to give you and our employees as much notice as possible should circumstances escalate to the level covered by WARN and the DWA.

Accordingly, we wish to inform you of the following details, to the extent it could become required by Hawaii Administrative Rules section 12-506-7 and/or 20 CFR 639.7 should WARN and/or DWA become applicable:

1. Name and address of the Employer:

**Elite Parking Services LLC
900 Fort Street Mall, Suite 1240
Honolulu, Hawaii 96813**

2. Name of Company Official to contact for More information: **Caroline Ekau,
Director of Human Resources
808-734-7559**
3. Name and Address of Employment Sites where layoffs will occur: **See Exhibit "A"**
4. It is unknown whether any closing, plant closing or mass layoff will occur and/or will be **permanent or temporary**.
5. Expected Date of First Separation:
Elite has proceeded with furloughs and is assessing layoffs to that have either begun or will begin shortly.
6. Number of employees potentially covered: **864**
7. Job Titles Of Positions potentially Affected: **See Exhibit "B"**
8. Number of employees to be laid off: **To Be Determined but estimated initially at 232.**
9. Bumping Rights **None**
10. Unions representing Affected Employees: **None**
11. Person providing information as of date of this letter: **Caroline Ekau**

Statewide Rapid Response Coordinator
Department of Labor and Industrial Relations
March 31, 2020
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Should you have any questions, please contact the undersigned or the contact person listed above.

Very truly yours,

A handwritten signature in black ink, appearing to be 'K. Nakasone', with a long horizontal line extending to the right.

KENNETH M. NAKASONE
for
KOBAYASHI, SUGITA & GODA

Enclosure – Exhibits “A” and “B”