



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

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2021 JUL 28 PM 12: 40

July 26, 2021

State Department of Labor and Industrial Relations
Attn: Director
830 Punchbowl St., Room 321
Honolulu, HI 96813
Subject: WARN for Life Cycle Engineering

Dear Director:

This letter is being issued in accordance with the provisions of Chapter 394B, Hawaii Revised Statutes (HRS) and the Worker Adjustment and Retraining Notification (WARN), in order to notify you that Life Cycle Engineering, Inc. will be experiencing a reduction in staff with a combination of permanent layoffs and temporary furloughs.

Our current TEMPLE contract Period of Performance will end on 9/29/2021 as expected when our Option Year 1 commenced on 9/30/2020. Although we have locations throughout the country, with a total of 546 employees, the impacted employees are based out of our office located at 888 N.Nimitz Highway #108B, Honolulu, HI 96817, where a total of 60 full and part-time employees are assigned.

At this time, Life Cycle Engineering has responded with a document of intent to bid on the new TEMPLE contract once the Request for Proposal (RFP) is announced. It is uncertain if this new contract will be renewed, but due to the contract changes, certain layoffs are unavoidable and will be permanent. Not all employees at this location will be affected, therefore it is not a closure.

On 9/30/2021, the 15 employees listed below will have no further work and will be **laid off**.

Job Title		Number Affected
Senior Engineer	No union	█
Senior Engineering Tech	No union	█
Senior Planner/Schedulers	No union	█

Additionally on 9/30/2021, the 28 employees listed below will be placed on an initial 30-day **furlough** pending the new Temple contract approval.

Job Title		Number Affected
Senior Engineering Tech	No union	█

All affected employees listed above have been notified.

Bumping rights do not exist.

Although I am not local, I will be the company representative coordinating communications and my contact information is below. If there is other information you need, please feel free to contact me.

Thank you for your time.

Chrystal Kofke

Digitally signed by Chrystal Kofke
DN: cn=Chrystal Kofke, o=Life Cycle Engineering,
ou=Human Resources, email=ckofke@LCE.com, c=US
Date: 2021.07.26 13:14:22 -04'00'

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