



June 28, 2023

VIA FIRST CLASS MAIL & EMAIL

Director
State Dept. of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
VIA FIRST CLASS MAIL AND EMAIL TO:
9589 0710 5270 0206 3923 26
dliir.workforce.council@hawaii.gov

Mayor Rick Blangiardi
530 South King Street, Room 300
Honolulu, Hawaii 96813
VIA FIRST CLASS/CERTIFIED MAIL:
9589 0710 5270 0206 3922 72
AND EMAIL TO: mayor@honolulu.gov

Dear Sir/Madam:

This letter is to inform you that Island Distributing, L.L.C. ("Island" or "Company") is taking job actions in relation to employees who work at its facilities located at 94-1450 Moaniani St, Waipahu, HI 96797. To better meet both our business needs and our customers' needs, we have decided to implement new customer service practices that will allow us to improve our overall service focused on providing timely, accurate and consistent sales calls and deliveries to all customers. As a result of these changes, starting on June 28, 2023, Island will be asking some employees to play a modified or different role, and we expect this planned action to be permanent. The Company will inform employees on July 17, 2023 of their new role, and the first date of this change will be July 31, 2023. There are not any planned layoffs or headcount reductions as part of the reroute.

Approximately 38 employees at the Company's Oahu location, 11 employees at the Company's Maui location, 3 employees at the Company's Kauai location, and 6 employees at the Company's Hilo location, and 4 employees at the Company's Kona location, will be impacted by this change. The impacted employees are not represented by a labor organization and no contractual bumping rights exist at these facilities. Employees that choose not to continue their employment with the Company will be placed on a paid leave of absence for the remainder of the statutory period and will continue to be paid their regular compensation and receive their benefits.

The information provided in this notice is based on the best information available to us at this time. Whether or not these actions trigger the requirements of the Worker Adjustment and Retraining Notification Act or applicable state law, we thought it appropriate to give you this notice. There will be no bumping rights in connection with this partial closure.

You may contact me at 94-1450 Moaniani St, Waipahu, HI 96797 and/or (808) 426-5278, for further information.

Sincerely,
Lia Lui-Kwan
Lia Lui-Kwan



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Director
State Dept. of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813
VIA FIRST CLASS/CERTIFIED MAIL:
9589 0710 5270 0206 3923 26
AND EMAIL TO: dlir.workforce.council@hawaii.gov

Mayor Richard T. Bissen, Jr.
200 S. High Street
Kalana O Maui Bldg, 9th Floor
Wailuku, HI 96793
VIA FIRST CLASS/CERTIFIED MAIL: 9589 0710
5270 0206 3922 89
AND EMAIL TO: Mayors.Office@mauicounty.gov

Dear Sir/Madam:

This letter is to inform you that Island Distributing, L.L.C. ("Island" or "Company") is taking job actions in relation to employees who work at its facilities located at 21 La'a Street, Kahului, HI 96732. To better meet both our business needs and our customers' needs, we have decided to implement new customer service practices that will allow us to improve our overall service focused on providing timely, accurate and consistent sales calls and deliveries to all customers. As a result of these changes, starting on June 28, 2023, Island will be asking some employees to play a modified or different role, and we expect this planned action to be permanent. The Company will inform employees on July 17, 2023 of their new role, and the first date of this change will be July 31, 2023. There are not any planned layoffs or headcount reductions as part of the reroute.

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Lia Lui-Kwan



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AND EMAIL TO
dlir.workforce.council@hawaii.gov

Mayor Derek S.K. Kawakami
Office of the Mayor
4444 Rice St., Suite 235
Lihue, HI 96766
VIA FIRST CLASS/CERTIFIED MAIL:
9589 0710 5270 0206 3923 02
AND EMAIL TO
mayor@kauai.gov

Dear Sir/Madam:

This letter is to inform you that Island Distributing, L.L.C. ("Island" or "Company") is taking job actions in relation to employees who work at its facilities located at 1741 Haleukana Street, Lihue, HI 96766. To better meet both our business needs and our customers' needs, we have decided to implement new customer service practices that will allow us to improve our overall service focused on providing timely, accurate and consistent sales calls and deliveries to all customers. As a result of these changes, starting on June 28, 2023, Island will be asking some employees to play a modified or different role, and we expect this planned action to be permanent. The Company will inform employees on July 17, 2023 of their new role, and the first date of this change will be July 31, 2023. There are not any planned layoffs or headcount reductions as part of the reroute.

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Sincerely,
Lia Lui-Kwan
Lia Lui-Kwan



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Mayor Mitch Roth
East Hawai'i
25 Aupuni Street
Hilo, HI 96720
VIA FIRST CLASS MAIL/CERTIFIED:
9589 0710 5270 0206 3922 96

Dear Sir/Madam:

This letter is to inform you that Island Distributing, L.L.C. ("Island" or "Company") is taking job actions in relation to employees who work at its facilities located at 452 Kalaniana'ole Street, Hilo, Hawaii 96720. To better meet both our business needs and our customers' needs, we have decided to implement new customer service practices that will allow us to improve our overall service focused on providing timely, accurate and consistent sales calls and deliveries to all customers. As a result of these changes, starting on June 28, 2023, Island will be asking some employees to play a modified or different role, and we expect this planned action to be permanent. The Company will inform employees on July 17, 2023 of their new role, and the first date of this change will be July 31, 2023. There are not any planned layoffs or headcount reductions as part of the reroute.

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Mayor Mitch Roth
West Hawai'i
74-5044 Ane Keohokalole Highway, Bldg C
Kailua-Kona, HI 96740
VIA FIRST CLASS MAIL/CERTIFIED:
9589 0710 5270 0206 3923 19

Dear Sir/Madam:

This letter is to inform you that Island Distributing, L.L.C. ("Island" or "Company") is taking job actions in relation to employees who work at its facilities located at 73-5581 Olowalu Street, Kailua-Kona, HI 96740. To better meet both our business needs and our customers' needs, we have decided to implement new customer service practices that will allow us to improve our overall service focused on providing timely, accurate and consistent sales calls and deliveries to all customers. As a result of these changes, starting on June 28, 2023, Island will be asking some employees to play a modified or different role, and we expect this planned action to be permanent. The Company will inform employees on July 17, 2023 of their new role, and the first date of this change will be July 31, 2023. There are not any planned layoffs or headcount reductions as part of the reroute.

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You may contact me at 94-1450 Moaniani St, Waipahu, HI 96797 and/or (808) 678-4080, for further information.

Sincerely,
Lia Lui-Kwan
Lia Lui-Kwan