



November 17, 2023

VIA FEDEX MAIL AND EMAIL

Director, Department of Labor and Industrial Relations
State of Hawaii
830 Punchbowl Street, Suite 321
Honolulu, HI 96813
dlir.director@hawaii.gov
dlir.workforce.council@hawaii.gov

Office of the Mayor
530 South King Street, Room 300
Honolulu, Hawaii 96813
mayor@honolulu.gov

Re: Announcement of Planned Action
Notice Date: November 17, 2023

Dear Director and Mayor:

I am writing to provide you with information pursuant to the Worker Adjustment and Retraining Notification (WARN) Act and the Hawaii Dislocated Workers' Act. Apple continuously evaluates its retail footprint to ensure it is in the best possible position to provide exceptional customer service and support for its customers. As part of that process, Apple has decided to close the Royal Hawaiian Apple Store permanently on January 20, 2024. The address of the affected Royal Hawaiian Apple Store is 2301 Kalakaua Avenue, Honolulu, HI 96815.

Approximately 57 full or part-time employees, who are currently employed at the Apple Royal Hawaiian Store, will be impacted. The impacted employees are not represented by a labor organization, and no contractual bumping rights exist at this store.

All 57 employees affected by the closure of the Royal Hawaiian Apple Store are being offered other positions at the two other Apple Stores in Honolulu. For those employees that decline the offer of employment at one of the other Apple Stores, or do not obtain another position internally at Apple, the layoff is expected to be permanent. All affected employees have been notified of their separation dates and that their separation from employment will be permanent unless they accept another role within Apple prior to January 20, 2024. Employees who are on a current Leave of Absence (except those out on military leave under USERRA) will be terminated on January 20, 2024, or the date when their current Leave of Absence ends, whichever is later, but in no case later than twelve (12) weeks beyond January 20, 2024, unless they accept Apple's offer of employment in another Apple Store or secure other employment within Apple before then.

Attached as Exhibit A is a list of the job positions and the number of individuals in each job position who will be affected by the Royal Hawaiian Apple Store closure.

For any questions or additional information, please contact Naseem Ghaffari by email at ngghaffari@apple.com or by telephone at 831-588-1589.

Exhibit A

Position	Number of Employees in Position
Business Pro	0
Creative	2
Creative Pro	1
Expert	2
Genius	7
Genius Admin	1
Lead	2
Lead Genius	1
Manager	4
Operations Expert	1
Operations Lead	1
Operations Specialist	6
People Ops Planner	1
Pro	2
Senior Manager	1
Specialist	14
Tech and Merch Pro	1
Tech Expert	4
Tech Specialist	6