



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE
2024 NOV 26 PM 2:19

November 22, 2024

Director Jade Butay

State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

Dear Director Butay,

I am writing on behalf of Watabe Wedding Corporation, located at 2270 Kalakaua Ave., 9th floor, Honolulu, HI 96815, to provide notice of an employee furlough. This furlough will affect employees in our wedding operations section only and will be effective from December 1, 2024, continuing at least through April 2025. This action is necessary due to a decline in customer wedding bookings.

We will be reducing the working hours of employees in the wedding operations section. The specific changes affecting these employees are as follows:

1. **Full-Time Employees:** We have 81 full-time employees. Depending on their position and wedding bookings, some of their weekly hours will decrease from 40 hours to 32 hours per week beginning January 26, 2025.
2. **Part-Time Employees:** We have 83 part-time employees. We anticipate up to 44 of those part-time employees will have their weekly hours decrease significantly depending on their position and wedding bookings.

Affected employees will be notified separately. While we believe this situation does not meet the criteria for a WARN notice, we are providing this information out of an abundance of caution. We will inform you promptly if there are any changes that would necessitate a formal WARN notice.

Please feel free to contact me at 808-931-4191 or hr@watabe.com if you have any questions or require further information.

Sincerely,

Hidenori Yui
General Manager
Watabe Wedding Corporation