



January 21, 2025

Mr. Jade T. Butay, Director
Department of Labor and
Industrial Relations
State of Hawaii
830 Punchbowl Street
Honolulu, Hawaii 96813

2025 JAN 23 PM 12:23

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

Dear Mr. Butay:

JEMS Enterprises, LLC dba Hawaiian Ice Company is located at 1125 N. Nimitz Highway. The company intends to be sold, after the start of the year and more than 60 days from now. James Cook is the contact at (808) 478-4178. There are 54 employees at the location and all of such employees are expected to be terminated. The company intends to request an assurance from the anticipated buyer that the company employees and management will remain as they are and that (i) their employment and wages will not be changed, and (ii) their benefits and other terms and conditions of employment will remain substantially the same.

Sincerely,

JEMS Enterprises, LLC dba
Hawaiian Ice by Pacific Ocean
Producers, Inc., Its Member

A handwritten signature in black ink, appearing to read "Sean Martin", with a long horizontal line extending to the right.

Sean Martin
Its President