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VIA CERTIFIED MAIL/RETURN RECEIPT REQUESTED AND EMAIL

January 12, 2026

Via Website Submission:
governor.hawaii.gov / Certified Mail / Return Receipt Requested

The Honorable Josh Green
Governor of the State of Hawaii
Executive Chambers
State Capitol
415 So. Beretania Street
Honolulu, Hawaii 96813

Via Email: dlir.director@hawaii.gov /
Certified Mail / Return Receipt Requested

Mr. Jade Butay
Director
State of Hawaii
Department of Labor & Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, Hawaii 96813

Via Email:
dlir.workforce.development@hawaii.gov /
Certified Mail / Return Receipt Requested

State of Hawaii
Workforce Development Division
830 Punchbowl Street, Room 329
Honolulu, Hawaii 96813

Via Email: mayor@honolulu.gov / Facsimile
(808) 768-5552 / Certified Mail / Return Receipt Requested

The Honorable Rick Blangiardi
Mayor of the City and County of Honolulu
Office of the Mayor
530 So. King Street, Room 300
Honolulu, Hawaii 96813

Via Email: mayor@kauai.gov / Facsimile
(808) 241-6877 / Certified Mail / Return Receipt Requested

The Honorable Derek S. K. Kawakami
Mayor of the County of Kauai
Office of the Mayor
4444 Rice Street, Suite 235
Lihue, Hawaii 96766

Via Email: adele.s.manera@hawaii.gov and
dlir.workforce.development@hawaii.gov /
Facsimile (808) 274-3059 / Certified Mail /
Return Receipt Requested

Department of Labor and Industrial Relations
Workforce Development Division – Kauai
4444 Rice Street, #302
Lihue, Hawaii 96766

Re: Federal WARN Act and Hawaii Dislocated Workers Act Notices

Dear Sir or Madam:

As you have heard and read in the newspapers, Mr. Chad Brue, Chief Executive Officer of Brue Baukol Capital Partners (BBCP), has announced that BBCP will not renew or extend **KAUAI COFFEE COMPANY, LLC's ("KCC")** lease of any of the land for the coffee orchard or processing plant currently operated by KCC. Pursuant to the Worker Adjustment and Retraining Notification Act ("**WARN**"), we regretfully notify you that **KCC** is being forced out of business and all **KCC** employees will be terminated.

KCC will permanently cease all operations and permanently terminate all employees. In order to ensure an orderly shutdown of operations, **KCC** will begin the termination of employees on March 14, 2026, and all other terminations will conclude on March 28, 2026. There will be no bumping rights.

Although we believe the Hawaii Dislocated Workers Act, Hawaii Revised Statutes, Chapter 394B ("**DWA**") does not apply due to the involuntary nature of this closure, we are giving this notice as a prophylactic measure.

1. *Name and primary address of the Employer:*

**Kauai Coffee Company, LLC
1 Numila Road
Kalaheo, HI 96741**

2. *Name of Company Official to contact for more information:*

Wayne Goodman at (757) 538-4565.

3. *Name and Address of Employment Sites where layoffs will occur:*

(1) **Kauai Coffee Company, LLC
870 Halewili Road
Kalaheo, HI 96741**

(2) **Kauai Coffee Company, LLC
1 Numila Road
Kalaheo, HI 96741**

4. *Expected Date of First Separation/Anticipated Schedule of Separation(s):*
Expected date of first termination is **March 14, 2026** and will continue until **March 28, 2026** when all KCC operations will permanently close.

5. *Number of employees covered:* **136**
6. *Job Titles of Positions Affected and number of employees in each job classification (“Affected Employees”):*

See list of Affected Employees number of affected employees in Exhibit “A”.

7. *Bumping Rights:* **None**
8. *Union representing Affected Employees:*

**The International Longshore and Warehouse Union Local 142
Christian West, President
451 Atkinson Dr.
Honolulu, Hawaii 96814**

**Rhonda Morris, Kauai Division Director
4154 Hardy St.
Lihue, Hawaii 96766**

Local 142 represents 69 employees

9. *Person providing information as of date of this letter:* **Wayne Goodman at (757) 538-4565.**

If you have any questions, please contact Mr. Goodman.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gregory M. Sato', with a long horizontal line extending to the right.

GREGORY M. SATO
KENNETH M. NAKASONE
for
KOBAYASHI, SUGITA & GODA, LLP

Enclosure: Exhibit A

Exhibit A

Locations and Job Titles and number of employees in each title of
Employees to be Permanently Terminated

1. **Kauai Coffee Company, LLC**
870 Halewili Road
Kalaheo, HI 96741

Job Title	Number of Employees in Each Title	
Apprentice Associate Roast Master		
Assistant Retail Operations Manager		
Farm Tour Driver		
Farm Tour Guide		
Retail Operations Manager		
Sales Associate I		
Sales Associate II		
Senior Sales Associate I		
TOTAL:	21	

2. **Kauai Coffee Company, LLC**
1 Numila Road
Kalaheo, HI 96741

Job Title	Number of Employees in Each Title	
Accounting Tech		
Administrative Assistant		
Area Business Manager		
Crew Chief		
Customer Service Specialist		
Data and Compliance Analyst		
Divisional Controller/Operations Manager		
E-Commerce Operations Manager		
E-Commerce Packer		
E-Commerce Supervisor		
Electrical Helper		
Environmental, Health, Safety, & Sustainability		
Equipment Operator		
Executive Assistant		
F/F Maintenance Worker		
Factory Processing/Maintenance Supervisor		
Factory/Maintenance Manager		
FGW Lead		

Exhibit A

Finish Goods Warehouse Worker			
Human Resources Administrator			
Integrated Pest Management Supervisor			
Journey Worker - ICE Mechanic			
Journey Worker - Machinist			
Machinist Helper			
Maintenance Supervisor			
Master - Machinist/Mechanic			
Master - ICE Mechanic			
Mechanic Helper			
Mechanical Operations Supervisor			
Orchard Maintenance Supervisor			
Orchard Operations Manager			
Orchard Worker			
Payroll & HR Support Specialist			
Preventive Maintenance Servicer			
Quality Assurance Technician - Factory Lab			
Roast Master			
Roast Plant Operator			
Roast Plant Supervisor			
Roast Plant Worker			
Sales and Marketing Coordinator			
Seasonal Shift Supervisor			
Senior Accounting Technician			
Senior Advisor Special Projects			
Senior Equipment Operator - Irrigation			
Senior Factory Worker			
Senior Journey Worker - ICE Mechanic			
Senior Journey Worker - Welder			
Senior Orchard Agricultural Worker			
Senior Orchard Worker			
Specialist - ICE Mechanic			
Sr. Human Resources Manager			
Supervisor-Harvesting/Equipment Operations			
Supply Plant Operator			
System Integration Assistant Tech			
System Integration Technician			
Welder Apprentice			
Welder Helper			
TOTAL:	115		