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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,



**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	