

2026 JUL 22 PM 1:07

Transmittal Memorandum

BY HAND DELIVERY

TO: Director
State Department of Labor and Industrial Relations
Workforce Development
830 Punchbowl Street, Room 321
Honolulu, Hawaii 96813

FROM: David F. E. Banks

DATE: July 22, 2026

RE: DWA Notice

We are sending you the following:

ORIG.	COPIES	DATED	DESCRIPTION
	1	07/22/2026	DWA Notice for Bayer Research and Development Services LLC

- ☒ For your information
- ☐ For your files
- ☐ Per your request
- ☐ Per our conversation
- ☐ For necessary action
- ☐ Are returned herewith

- ☐ For signature and return
- ☐ For signature, forwarding,
as noted below & return
- ☐ For review & comment
- ☐ For distribution
- ☒ For recording/filing

We represent Bayer Research and Development Services LLC ("Bayer"). Please find enclosed Bayer's notice pursuant to the Worker Adjustment and Retraining Notification Act of 1988, 29 U.S.C. Section 2101 et seq., as amended, and the Hawaii Dislocated Workers Act, HRS Section 394B-1 et seq., as amended.

If you have any questions regarding the notice, please contact me at 808-521-9265/via email at dbanks@ca-des.com or Sookie Kang at 808-853-8284/via email at sookie.kang@bayer.com.



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2026 JUL 22 PM 1:09

July 22, 2026

VIA E-MAIL

David Morihara
WIOA Specialist/Statewide Rapid Response Coordinator
Workforce Development Council
david.m.morihara@hawaii.gov

VIA HAND-DELIVERY

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

VIA HAND-DELIVERY

Mayor Rick Blangiardi
Office of the Mayor
530 South King Street, Room 300
Honolulu, HI 96813

VIA REGULAR POST & E-MAIL

Mayor Richard T. Bissen, Jr.
200 S. High Street
Kalana O Maui Bldg
Wailuku, Hawaii 96813
Mayors.office@co.maui.hi.us

Re: Bayer Research and Development Services LLC
WARN Act and Hawaii Dislocated Workers Act Notice

To Whom It May Concern:

On behalf of Bayer Research and Development Services LLC ("Bayer"), this letter provides notice pursuant to the Worker Adjustment and Retraining Notification Act of 1988, 29 U.S.C. Section 2101 et seq., as amended, and the Hawaii Dislocated Workers Act, HRS Section 394B-1 et seq., as amended.

On or after September 25, 2026, through December 31, 2026, Bayer will begin conducting employee separations due to the consolidation of certain breeding activities in Hawaii. This partial reduction in force will impact some of our employees on Oahu and Maui who work at or report into the locations listed on Exhibit A to this letter. The action is expected to be permanent.

Exhibit A includes the locations where affected employees work or into which they report, the addresses of the impacted facilities, affected job titles, the number of affected employees in each job title as well as the employees' anticipated separation dates. This information is based on the best information currently available to us but may change due to subsequent events beyond our control.

The affected employees are not represented by a union. There are no bumping rights for any impacted employees.

David Morihara
Director, State Department of Labor and Industrial Relations
Mayor Rick Blangiardi
Mayor Richard T. Bissen, Jr.
July 22, 2026
Page 2

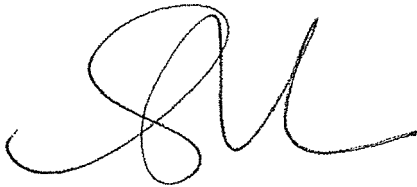
Because the employees' employment with Bayer will terminate on or after September 25, 2026, through December 31, 2026, Bayer is providing all the affected employees with written notification of their anticipated separation dates and informing them of their potential right to a dislocated worker allowance under the Hawaii Dislocated Workers' Act.

Bayer is committed to supporting impacted employees during this transition. The company will provide access to resources including career counseling, resume and interview preparation, and job search assistance for opportunities both within Bayer and externally. Employees will also have access to well-being support services as available through existing company programs.

The corporate office of Bayer in Hawaii is located at 94-520 Kunia Road, P.O. Box 200, Kunia, HI 96759. The total number of employees currently employed by Bayer is 380 employees. If you have any questions or require any additional information, please contact Sookie Kang at 808- 853-8284 or via email at sookie.kang@bayer.com.

Thank you for your attention to this matter.

Very truly yours,

A handwritten signature in black ink, appearing to be 'SK', written in a cursive style.

Sookie Kang
Bayer Hawaii HR Lead

Attachment

EXHIBIT A

Oahu Lower Kunia Site	
Total Full Time Employees	133
No. of Affected Employees	62
Site Address:	94-520 Kunia Road P.O. Box 200, Kunia, HI 96759

Maui Kihei Site	
Total Full Time Employees	144
No. of Affected Employees	14
Site Address:	2111 Piilani Highway, Kihei, HI 96753

OAHU AFFECTED EMPLOYEES

Position Title	Number of Employees in Position	Number of Affected Employees in Position	Anticipated Termination Date	Job Site
Field Crew Assistant			9/27/2026	Lower Kunia Oahu
Field Crew Lead			9/27/2026	Lower Kunia Oahu
Field Crew Member			9/27/2026	Lower Kunia Oahu
HSE Technician			12/27/2026	Lower Kunia Oahu
IPM Associate			12/27/2026	Lower Kunia Oahu
Maintenance Technician			12/27/2026	Lower Kunia Oahu
Maintenance Warehouse Associate			9/27/2026	Lower Kunia Oahu
NA RC Production Research Field Associate			12/27/2026	Lower Kunia Oahu
Operations Associate			9/27/2026	Lower Kunia Oahu

Operations Guide			9/27/2026	Lower Kunia Oahu
Operations Coordinator			9/27/2026	Lower Kunia Oahu
Ops Excellence Generalist			9/27/2026	Lower Kunia Oahu
Production Research Technician			12/27/2026	Lower Kunia Oahu
Seed Technician			9/27/2026	Lower Kunia Oahu
Sr HR Coordinator			12/27/2026	Lower Kunia Oahu
Sub Hub Lead			12/27/2026	Lower Kunia Oahu
TOTAL		108	62	

*There are currently three Oahu Sub Hub Leaders, one of whom has tendered their resignation effective August 2026. The number of remaining employees in this role affected by the consolidation may change based on final organizational decisions.

MAUI AFFECTED EMPLOYEES

Position Title	Number of Employees in Position	Number of Affected Employees in Position	Anticipated Termination Date	Job Site
Field Crew Assistant			9/27/2026	Kihei Maui
Field Crew Lead			9/27/2026	Kihei Maui
Logistics Associate			12/27/2026	Kihei Maui
Maintenance Technician			12/27/2026	Kihei Maui
Operations Associate			12/27/2026	Kihei Maui
Operations Guide			12/27/2026	Kihei Maui
Seed Technician			12/27/2026	Kihei Maui
Total	61	14		