



POLYNESIAN CULTURAL CENTER
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Aloha PCC Ohana!

The PCC has now been closed for 78 days. With the trans-pacific traveler 14-day quarantine being extended until July 31, visitor arrivals will probably not return to a level that makes it financially feasible to open until the beginning of September. By that time the PCC will have been closed for approximately 145 days, or nearly half a year of normal operations.

Thanks to the last few years in which we were able to build a strong cash reserve, also known as our “rainy day” fund, a generous unemployment package from the state and federal governments and student financial support from BYU-Hawaii, we have been able to keep our employees whole financially the entire time we have been closed. I am not aware of any other companies in the local tourism industry who have done the same.

Unfortunately, with the extended travel quarantine and current projections of a slow recovery in visitor arrivals for the remainder of this year and next, to achieve our directive of being as selfsufficient as possible, we must take additional steps to “tighten our belt”.

Our first step will be to offer an early retirement package for all employees 62 years or older. Based on our research this retirement package is better than average for the local market. Each eligible employee will meet with HR and their respective Vice President to carefully review this option and decide if this is something they want to accept, or not. A family member may accompany them if desired.

Effective July 6, all exempt (salary) employees will receive a 25 percent reduction in pay, and all non-exempt (hourly) employees will have their work week reduced to 4 days, or 32 hours. These reductions will be in force until the PCC re-opens, at which time everyone will revert back to full pay and 5 work days or 40 hours per week.

Additional steps to downsize our operations will need to be taken because of the extended closure and slow recovery of the tourism industry in Hawaii. This information will be forthcoming shortly.

I know I speak on behalf of all of the President’s Council and Board of Directors when I say I wish it did not have to come to this, but with a projected forecast of 67.5 percent less visitor arrivals than last year, there is really no other option for the PCC. I am just so grateful that we have been able to support you to the extent we have. I am even more grateful for the way you have continued to function as one ohana sharing aloha. We will get through this, it will just take time.

Sincerely,

P. Alfred Grace