



POLYNESIAN CULTURAL CENTER
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September 8, 2020

Dear PCC Ohana,

I was delighted to inform all active full-time employees last Friday they would return to their standard pay and work hours starting September 28.

Unfortunately, COVID-19 continues to have a huge impact on our lives here in Hawaii. The option for visitors to test for COVID-19 and not quarantine has been delayed until October or later, and a vaccine to eliminate the threat of COVID-19 is still months away.

With the above in mind, our new projected date for reopening the PCC is January 2021, at the earliest. With our closure now extended for at least another four months, here is what we plan to do for our PCC ohana:

- Return all active full-time employees, except members of the executive team, to full pay and/or standard work hours starting September 28.
- Furlough an additional 41 of our remaining active staff on September 14. These individuals are expected to receive at least 90 percent of their standard pay through a combination of state and new federal unemployment benefits plus a return-to-work bonus from PCC if needed. Human Resources will contact each of these employees shortly to help them through the application process for unemployment benefits.
- Inactive staff will remain on furlough until PCC is ready to reopen. We expect these individuals to also receive at least 90 percent of their standard pay through the state and federal unemployment benefits, plus a PCC return-to-work bonus if needed.
- Reopening the PCC will require scheduling a date to open and then returning employees 2-8 weeks before that to help get everything ready. We will give all inactive employees as much advanced notice as possible so they can plan accordingly.

Finally, September 26 will mark the last day of work for many of our employees involved with the reduction-in-force. Each one of these employees is a beloved member of our PCC ohana and will be truly missed. We wish them nothing but the very best for their future.

As always, should you have any questions or concerns regarding the above, please don't hesitate to contact your Vice President or Director. You are also most welcome to contact me.

Sincerely,

P. Alfred Grace
President & CEO