



March 19, 2020

VIA OVERNIGHT MAIL

Daniel K Inouye International Airport

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

2020 MAR 23 AM 11:55
DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

RE: WARN Notice

Dear Director Murakami,

The purpose of this letter is to formally let you know that due to unforeseen business circumstances related to a significant decline in business related to COVID-19, HMSHost will conduct a mass furlough at its operations at Maui Airport, 1 Kahului Airport Rd Kahului, HI 96732. We are giving you as much notice as possible under these unforeseen circumstances. It is expected that approximately 123 associates will be placed on furlough between 03/19/2020 and 04/01/2020, but most likely at the close of business on 03/19/2020.

Currently, we expect the mass furlough to be temporary.

Please see enclosed a list of affected associates and the number of affected associates in each job title.

In addition, the majority of the individuals are represented by:

UNITE H.E.R.E. Local 5
Eric Gill
Secretary-Treasurer
1516 South King Street
Honolulu, HI 96826

Please note bumping rights do exist, for most of the above positions, for layoffs that are sixty (60) days or longer.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any state or local WARN Act, if applicable. For further information or assistance, please contact Verdene Allen, HR Business Partner at 808-824-3904.

Sincerely,

Verdene Allen
HR Business Partner

Attachment: Associate WARN Notice
List of Affected Associates



Daniel K Inouye International Airport

TO: HMSHost Associate

FROM: Verdene Allen – HR Business Partner

DATE: March 19, 2020

RE: LAYOFF NOTIFICATION

The purpose of this notice is to formally let you know that due to unforeseen business circumstances related to a significant decline in business related to COVID-19, HMSHost will conduct a mass layoff at its operations at the Maui Airport, 1 Kahului Airport Rd Kahului, HI 96732. We are giving you as much notice as possible under these unforeseen circumstances. It is expected that you, along with approximately 123 other associates will be placed on layoff between 03/19/2020 and 04/01/2020, but most likely at the close of business on 03/19/2020.

Currently, we expect the mass layoff to be temporary. Please note bumping rights do exist for most of the above positions should the layoff last sixty (60) days or longer.

Please make sure your contact information is up to date so we will be able to contact you when we are able to recall associates. Please see the attached **Layoff Transition Letter** for more information.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any state or local WARN Act, if applicable. For further information or assistance, please contact Verdene Allen, HR Business Partner at 808-824-3904.

FedEx Package
Express US Airbill

FedEx Tracking Number **8043 1970 4432**

DIRECTOR'S OFFICE

1 From

Date 3/20/2020

Sender's Name Worklene Allen

Phone 808 836-2566
2020 MAR 23 AM 11:56

Company HMSHOST

Address 300 RODGERS BLVD

City HONOLULU State HI ZIP 96819-1890

2 Your Internal Billing Reference

3 To

Recipients Name Scott Nuvakani Phone 808 596-0970

Company State Department of Labor & Industrial Relations

Address 800 Punchbowl Street Room 501

City Honolulu State HI ZIP 96813



8043 1970 4432

0113346260

Form No. **0215**

Recipient's Copy

4 Express Package Service

Note: Service order has changed. Please select carefully.

Next Business Day

FedEx First Overnight
Earliest next business morning delivery to select locations. Friday shipments will be delivered on Monday unless SATURDAY Delivery is selected.

FedEx Priority Overnight
Next business morning. * FedEx shipments will be delivered on Monday unless SATURDAY Delivery is selected.

FedEx Standard Overnight
Next business afternoon. * Saturday Delivery NOT available.

2 or 3 Business Days

FedEx 2Day AM
Second business morning. * Saturday Delivery NOT available.

FedEx 2Day
Second business afternoon. Thursday shipments will be delivered on Monday unless SATURDAY Delivery is selected.

FedEx Express Saver
Third business day. * Saturday Delivery NOT available.

Packages up to 50 lbs. For packages over 50 lbs., use the FedEx Express Freight US Airbill.

5 Packaging * Packaged value limit req.

FedEx Envelope* FedEx Pak* FedEx Box FedEx Tube Other

6 Special Handling and Delivery Signature Options

SATURDAY Delivery
NOT available for FedEx Standard Overnight, FedEx 2Day AM, or FedEx Express Saver.

No Signature Required
Package may be left without obtaining a signature for delivery.

Direct Signature
Someone at recipient's address may sign for delivery. Fee applies. Residential deliveries only. Fee applies.

Indirect Signature
Someone at recipient's address may sign for delivery. For residential deliveries only. Fee applies.

Does this shipment contain dangerous goods?
One box must be checked.
 No Yes
As per attached Shipper's Declaration. Shipper's Declaration required. Dangerous goods (including dry ice) cannot be shipped in FedEx packaging unless the correct Express 100 box is used.

7 Payment Method

Sender's Account No. Recipient Third Party Credit Card Cash/Check

Total Packages Total Weight lbs. Credit Card Auth.

Form Data 212 * Form R1334 * ©1994-2012 FedEx * PRINTED IN U.S.A. SBS