



DEPT. OF LABOR AND  
INDUSTRIAL RELATIONS  
DIRECTOR'S OFFICE

2020 JUL -2 PM 4: 22

June 30, 2020

**VIA FEDEX**

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

Re: DFS Group, L.P. – Notice of Mass Layoffs

Dear Director:

This letter is on behalf of DFS Group L.P. (“DFS”) to give you notice that there are currently anticipated to be mass layoffs at DFS’s following sites of employment in Hawaii, effective August 31, 2020:

DFS, Hawaii Daniel K. Inouye International Airport, 300 Rodgers Blvd., Honolulu, HI 96819

T Galleria By DFS, 330 Royal Hawaiian Ave., Honolulu, HI 96815

DFS Hawaii Kahului Airport, 1 Keolani Place, Kahului, HI 96732

On April 19 and 20, 2020, due to the COVID-19 outbreak and related restrictions that had the effect of shutting the DFS Hawaii retail locations, DFS commenced a temporary layoff at these locations of substantially all of its approximately 403 employees at these locations ( Daniel K Inouye Airport – 152; T Galleria – 225; Kahului Airport – 26). At the time, the temporary layoff was anticipated to last until July 19, 2020. At this time, the temporary layoff is now anticipated to last until August 31, 2020, at which time it is currently anticipated that a portion of these workforces will be recalled to service. However, DFS currently anticipates that, absent an unexpectedly strong return of demand, it will permanently lay off workers in these locations as follows:

- Daniel K Inouye Airport – 75 out of approximately 150 employees are anticipated to be permanently laid off
- T Galleria – 125 out of approximately 250 employees are anticipated to be permanently laid off
- Kahului Airport – 12 out of approximately 25 employees are anticipated to be permanently laid off

These permanent layoffs will be effective September 1, 2020. A list of the job classification and number of affected employees in each job classification is enclosed herewith. The information in this notice is based on the best information available to DFS at this time. In the event of a change in the information provided in this notice, DFS will provide you an update at the earliest possible time. The reason that longer notice of the anticipated permanent layoffs has not been provided is because the ever-evolving business landscape caused by COVID-19, including its related travel restrictions, made the need for this notice not foreseeable earlier. Until shortly before this notice, we had hoped and anticipated that we would be able to recall substantially all of our Hawaii employees by August 31, 2020. The employees are not represented by a union. There are no bumping rights.



The following job classification and number of potentially affected employees by classification and location is listed below.

Location	Job Classification	Number of potentially affected employees
T Galleria	Sales	83
T Galleria	Support functions	36
T Galleria	Management	6
Daniel K Inouye International Airport	Sales	58
Daniel K Inouye International Airport	Support functions	16
Daniel K Inouye International Airport	Management	1
Kahului Airport	Sales	11
Kahului Airport	Support	1

Please do not hesitate to contact me at 808-352-3395 with questions or for further information.

Sincerely yours,

A handwritten signature in cursive script that reads "Cassandra Ware".

Cassandra Ware  
Human Resources Director

ORIGIN ID:HIKA (808) 837-3382  
ERIC NUNIES  
DPS HAWAII  
330 ROYAL HAWAIIAN AVE  
SUITE 300  
HONOLULU, HI 96815  
UNITED STATES US

SHIP DATE: 01 JUL 20  
ACTWGT: 1.00 LB  
CAD: 103891297/NET/4220

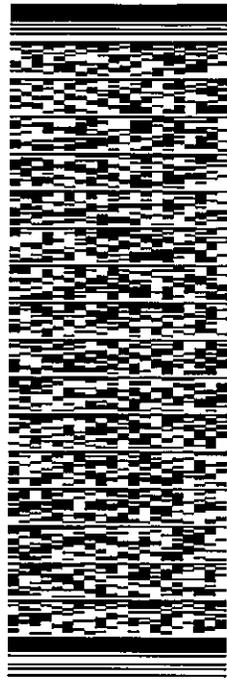
BILL SENDER

TO DIRECTOR, DLIR

STATE OF HI DLIR  
830 PUNCHBOWL ST  
ROOM 321

HONOLULU HI 96813

(808) 586-8970 REF: STATE DLIR  
NV: DEPT:  
PO:

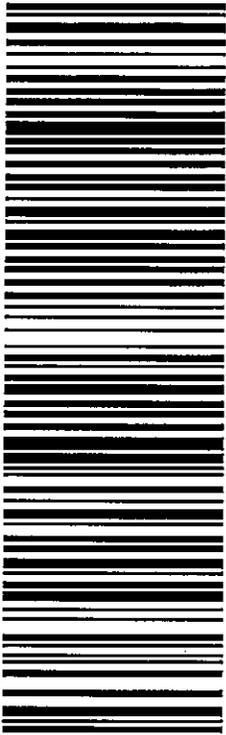


TRK# 7708 5522 2173  
0201

THU - 02 JUL PM  
PRIORITY OVERNIGHT

97 HIKA

ASR 96813  
HI-US HNL



**After printing this label:**

1. Use the 'Print' button on this page to print your label to your laser or inkjet printer.
2. Fold the printed page along the horizontal line.
3. Place label in shipping pouch and affix it to your shipment so that the barcode portion of the label can be read and scanned.

**Warning:** Use only the printed original label for shipping. Using a photocopy of this label for shipping purposes is fraudulent and could result in additional billing charges, along with the cancellation of your FedEx account number. Use of this system constitutes your agreement to the service conditions in the current FedEx Service Guide, available on fedex.com. FedEx will not be responsible for any claim in excess of \$100 per package, whether the result of loss, damage, delay, non-delivery, misdelivery, or misinformation, unless you declare a higher value, pay an additional charge, document your actual loss and file a timely claim. Limitations found in the current FedEx Service Guide apply. Your right to recover from FedEx for any loss, including intrinsic value of the package, loss of sales, income interest, profit, attorney's fees, costs, and other forms of damage whether direct, incidental, consequential, or special is limited to the greater of \$100 or the authorized declared value. Recovery cannot exceed actual documented loss. Maximum for items of extraordinary value is \$1,000, e.g. jewelry, precious metals, negotiable instruments and other items listed in our Service Guide. Written claims must be filed within strict time limits, see current FedEx Service Guide.