



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE
2020 JUL 31 AM 10:40

July 31, 2020

VIA FEDEX

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

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

Dear Director:

This letter is on behalf of DFS Group L.P. (“DFS”). The purpose of this letter is to serve as an update to DFS’s June 30, 2020 correspondence to you in accordance with the Worker Adjustment and Retraining Notification Act (“WARN”), in which DFS provided notice that mass layoffs were anticipated at the following sites of employment in Hawaii:

- 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. On June 30, 2020, the temporary layoffs were extended to August 31, 2020, at which time DFS anticipated recalling to work a portion of these workforces and, absent an unexpectedly strong return of demand, permanently laying off workers from these locations.

DFS has now identified the employees selected for permanent layoff. These permanent layoffs will be effective September 1, 2020. A list of the job classifications and number of affected employees being permanently laid off in each job classification is enclosed herewith as Attachment A. In addition to the foregoing permanent layoffs, and a result of the unforeseen challenges DFS continues to face as a result of the COVID-19 pandemic, DFS is also extending the temporary layoffs of employees who have not been selected for permanent layoff through October 31, 2020. A list of the job classifications and number of affected employees being placed on temporary layoff through October 31, 2020 in each job classification is enclosed herewith as Attachment B.

None of the affected employees are represented by a union. There are no bumping rights. 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 more advanced notice of the anticipated permanent layoffs and additional extensions of the temporary 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, DFS had not determined which employees, if any, would be permanently laid off, nor did DFS anticipate additional extensions of the



temporary layoffs, which were certainly unforeseeable at the time the temporary layoffs first went into effect.

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

Sincerely yours,

A handwritten signature in black ink that reads "Cassandra Ware". The script is fluid and cursive, with the first letters of each name being capitalized and prominent.

Cassandra Ware
Human Resources Director



Attachment A

The following job classifications and number of affected employees being permanently laid off by classification and location is listed below.

Location	Job Classification	Number of affected employees to be permanently laid off
T Galleria	Sales	85
T Galleria	Support functions	26
T Galleria	Management	3
Daniel K Inouye International Airport	Sales	39
Daniel K Inouye International Airport	Support functions	23
Daniel K Inouye International Airport	Management	4
Kahului Airport	Sales	9
Kahului Airport	Support	4



Attachment B

The following job classifications and number of affected employees being placed on temporary layoff through October 31, 2020 by classification and location is listed below.

Location	Job Classification	Number of affected employees on extended temporary layoff through October 31, 2020
T Galleria	Sales	70
T Galleria	Support functions	21
T Galleria	Management	9
Daniel K Inouye International Airport	Sales	51
Daniel K Inouye International Airport	Support functions	6
Daniel K Inouye International Airport	Management	2
Kahului Airport	Sales	11
Kahului Airport	Support	1

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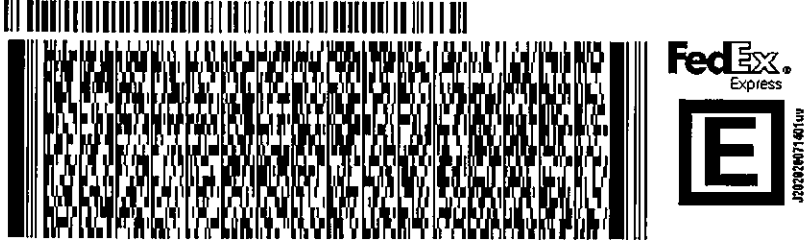
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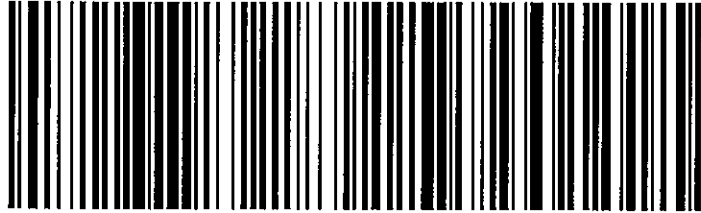


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