



October 30, 2020

2020 NOV -2 AM 11: 08

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 and July 31, 2020 correspondence to you in accordance with the Worker Adjustment and Retraining Notification Act (“WARN”).

As you were previously made aware, 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 of substantially all of its approximately 403 employees 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

At the time, the temporary layoff was anticipated to last until July 19, 2020. On June 30, 2020, DFS sent you WARN correspondence in which it notified you that 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. On July 31, 2020, DFS sent you updated WARN correspondence in which it notified you that DFS had identified the employees selected for permanent layoff, effective September 1, 2020. In addition to the permanent layoffs, DFS also notified you that DFS was extending the temporary layoffs of employees who were not selected for permanent layoff through October 31, 2020.

As a result of the unforeseen challenges DFS continues to face as a result of the COVID-19 pandemic, DFS is commencing additional permanent layoffs of 24 out of approximately 80 employees at its Daniel K Inouye Airport location, and 99 out approximately 113 employees at its T Galleria By DFS location. These permanent layoffs will be effective December 31, 2020. A list of the job classification and number of affected employees in each job classification is enclosed herewith as Attachment A.

In addition to the foregoing permanent layoffs, DFS is also indefinitely extending the temporary layoffs of all employees at each of the three above locations who have not been selected for permanent layoff. A list of the job classifications and number of affected employees being placed on temporary layoff 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 additional 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 cursive script that reads "Cassandra Ware".

Cassandra Ware
Human Resources Director



Attachment A

The following job classifications and number of affected employees selected for permanent layoff effective December 31, 2020 by classification is listed below.

Location	Job Classification	Number of affected employees selected for permanent layoff effective December 31, 2020
T Galleria	Sales	72
T Galleria	Support functions	19
T Galleria	Management	7
Daniel K Inouye International Airport	Sales	20
Daniel K Inouye International Airport	Support functions	4
Daniel K Inouye International Airport	Management	0



Attachment B

The following job classifications and number of affected employees being placed on an indefinite temporary layoff by classification is listed below.

Location	Job Classification	Number of affected employees on an indefinite temporary layoff
T Galleria	Sales	0
T Galleria	Support functions	0
T Galleria	Management	0
Daniel K Inouye International Airport	Sales	32
Daniel K Inouye International Airport	Support functions	5
Daniel K Inouye International Airport	Management	2
Kahului Airport	Sales	10
Kahului Airport	Support	1

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ERIC NUNIES
DFS HAWAII
330 ROYAL HAWAIIAN AVE
SUITE 300
HONOLULU, HI 96815
UNITED STATES US

SHIP DATE: 29OCT20
ACTWGT: 1.00 LB
CAD: 111195676/INET4280

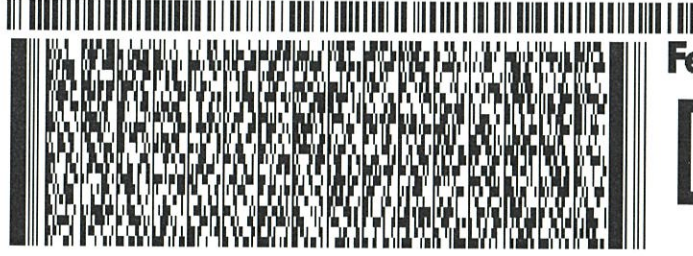
BILL SENDER

TO **DIRECTOR**
DEPT LABOR & INDUSTRIAL RELATIONS
830 PUNCHBOWL ST, ROOM 321

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HONOLULU HI 96813

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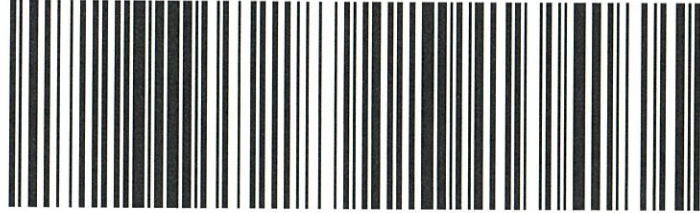


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Director
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