

November 9, 2020

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

WARN NOTICE TO STATE DISLOCATED WORKER UNIT

Pursuant to this notice, Sodexo operations, as noted below, have had or will have its employees in our food service and/or facilities management services on temporary lay-off due to the COVID crisis impact. At this time, employees are being placed on, or have been placed on, temporary lay-off status, with only a few permanent separations associated with this crisis and business impact.

This notice is being provided to you in compliance with the federal WARN Act (Worker Adjustment and Retraining Notification Act) and any applicable state WARN Act. Sodexo is providing less than 60 days' notice of this action because of business circumstances that were not reasonably foreseeable and outside of Sodexo's control due to the COVID-19 public health emergency. This information is based on the best information currently available to us but may change due to subsequent events beyond our control, such as the COVID-19 pandemic.

Company Name: Sodexo, Inc.

Facility Address: City and County of Honolulu
777 Ward Avenue
Honolulu, HI 96814

Expected date of first separation: March 2020

Anticipated schedule for making separations: May be continuous through February 2021

Sodexo employees were first placed on temporary layoff status in March 2020, including subsequent dates thereafter, and will continue a temporary layoff status for more than six months. This action is expected to be temporary. The temporary layoffs may continue through February 2021 based on modifications of the academic calendar resuming.

Job titles of positions to be affected and number of affected employees in each job classification:

Please see additional document :

Location Name	Job Descriptions	# of Employees Impacted
CITY AND COUNTY OF HONOLULU	Bartender Non-Tipped	13
	Cook I	1
	Food Service Worker	26
	Security Officer	12
	Supervisor - Food	3
	Unit Clerical	1
CITY AND COUNTY OF HONOLULU Total		56

Bumping rights do not exist.

Name of Union representing affected employees: N/A

Name and Address of the Chief Elected Officer of that Union: N/A

For further information, contact: Sodexo Universities HR Administration Team
eduhumanresources.usa@sodexo.com

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