



March 18, 2021

VIA U.S. MAIL & ELECTRONIC MAIL

State of Hawai'i, Department of Labor & Industrial Relations
Attn: Anne Perreira-Eustaquio, Director
830 Punchbowl Street, Room 321
Honolulu, Hawai'i 96813
E-mail: dlir.director@hawaii.gov

Dear Ms. Perreira-Eustaquio:

This is a further amendment to the notices submitted by Hawaiian Airlines, Inc. (the "Company") on January 28, 2021 (amended on January 29, 2021). In those notices, the Company informed the Department of anticipated layoffs, effective April 1, 2021¹ and June 1, 2021.²

The Company anticipates receiving additional financial support offered to passenger air carriers through the recently passed American Rescue Plan Act of 2021, which provides an additional extension of the CARES Act Payroll Support Program ("PSP3"). With such financial support, the Company will be able to postpone its planned layoffs. The Company will continue to implement cost-saving efforts and changes to our business to generate more revenue and is hopeful that our efforts and the increasing interest in flying will allow the Company to retain its employees. However, future layoffs may still be necessary in or around October 2021, or the date on which assistance provided under PSP3 is exhausted, whichever is later. Should future layoffs be unavoidable, the Company will provide a new notice with details.

This letter is intended to fulfill any notice requirements that may be imposed under the Worker Adjustment and Retraining Notification Act ("WARN Act") and/or state law but should not be construed as a concession that notice under the WARN Act and/or state law is required.

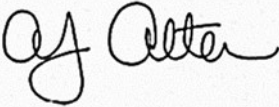
Should you have any questions regarding this notice, please do not hesitate to contact me at (808) 564-7470 or Aaron.Alter@HawaiianAir.com.

¹ Employees represented by the Air Line Pilots Association (ALPA), Association of Flight Attendants (AFA) and International Association of Machinists and Aerospace Workers representing employees consisting of craft or class of airline mechanics (IAM-M) (*i.e.*, Contract Servicemen and Lead Servicemen). Employees were subsequently notified that the layoffs with the effective date of April 1, 2021, were postponed to May 1, 2021, pending developments regarding the American Rescue Plan Act of 2021.

² Employees represented by the Transport Workers Union of America (TWU), International Association of Machinists and Aerospace Workers Representing Clerical, Office, Stores, Fleet and Passenger Service Employees (IAM-C), and a Lead Cleaner (IAM-M).

March 18, 2021
Ms. A. Perreira-Eustaquio

Very truly yours,

A handwritten signature in black ink, appearing to read "aj Alter", is centered on a light gray rectangular background.

Aaron J. Alter
Executive Vice President & Chief Legal Officer

cc: The Honorable Mayor Rick Blangiardi (via & facsimile - (808) 768-5552)
The Honorable Mayor Derek S. K. Kawakami (via e-mail [mayor@kauai.gov])
The Honorable Mayor Mitch Roth (via facsimile - (808) 961-6553)
The Honorable Mayor Michael P. Victorino (via e-mail [Mayors.Office@co.maui.hi.us])