

Rebecca Lieberman

Director
State Government Affairs

June 25, 2021

VIA EMAIL AND U.S. MAIL

Mayor Mitch Roth
County of Hawaii
Office of the Mayor
25 Aupuni Street
Hilo, HI 96720
Email: Mitch.D.Roth@hawaiicounty.gov

Anne Perreira-Eustaquio
Hawai'i Director of Labor and Industrial Relations
830 Punchbowl Street, Room #417
Honolulu, HI 96813
Email: dlir.director@hawaii.gov

RE: Notice Consistent with Franchise Agreement and WARN Acts

Dear Mayor Roth and Director Perreira-Eustaquio:

This letter is being issued in accordance with Oceanic Time Warner Cable LLC's Hawai'i island cable franchise (the "Franchise")¹ and any possible obligation under the federal Worker Adjustment and Retraining Notification Act or the Hawai'i Dislocated Workers Law (collectively, "WARN") to notify you that Charter Communications, Inc. ("Charter") will be shutting down its Hilo Call Center located at 548 Kanoelehua HI 96720 (the "Facility"). The entire Facility will not be closed as a result of this action.

Because the Company is committed to providing as much advance notice as possible to the affected employees, all ten (10) affected employees were notified of their employment terminations on June 18, 2021. Affected employees will have the option of transferring to Charter's call center in Mililani, Oahu, HI, or applying for open positions at the company for which they are qualified and have an interest. However, if the employees do not choose either of those options, their employment will be terminated on August 28, 2021.

Below is a listing of all job titles of positions to be affected and the number of affected employees holding each such title. Pursuant to the Franchise and any possible obligation under WARN, notice is being provided simultaneously to the Hawai'i Department of Labor and Industrial Relations, the Hawai'i Workforce Development Council, and the chief elected local official by use of this letter.

¹ The Franchise requires this notice, regardless of the number of employees affected. See Dept. of Commerce & Consumer Affairs, Cable Television Div., Decision & Order No. 368, issued Mar. 15, 2016, at 56-57.

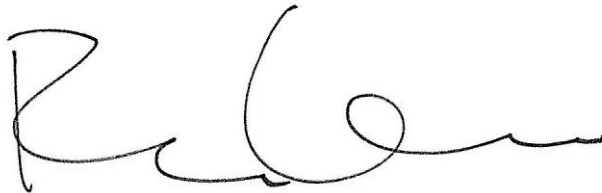
Job Title	Hct
Inbound Sales Hawaii	9
Manager, Resi Inbound Sales	1
Grant Total	10

Affected employees will be paid all wages and other benefits to which they are entitled (if any) through their date of termination. On or before the effective date of each employee's termination, Charter will provide information concerning benefits available under separate cover to eligible affected employees.

This action is expected to be permanent. None of the affected employees are represented by a union or any other collective bargaining representative. Because Charter does not recognize bumping rights for its employees, terminated employees are not permitted to displace remaining employees based on seniority or any other factor.

This notice is given based upon the best information available to Charter at this time. For further information regarding this matter, please contact Ardis Muryama at (808) 625-8314.

Sincerely,



Rebecca J. Lieberman
Director, State Government Affairs

CC: Catherine P. Awakuni Colón, Director, DCCA
Ji Sook "Lisa" Kim, Administrator, CATV