



1000 FedEx Drive
Moon Township, PA 15108

March 3, 2023

Director, State Department of Labor and Industrial Relations
Princess Ruth Ke'elikolani Building
830 Punchbowl Street, Rm 321
Honolulu, HI 96813
dlir.director@hawaii.gov

Mayor Derek S.K. Kawakami
4444 Rice St, Ste. 235
Lihue, HI 96766
mayor@kauai.gov

County of Kaua'i Council
c/o Chair Mel Rapozo
4396 Rice St, Ste. 209
Lihu'e, HI 967966
Councilmembers@kauai.gov

To whom it may concern:

I am writing to update you on upcoming events involving FedEx Ground Package System, Inc. ("FedEx Ground") and to provide you with information pursuant to the Worker Adjustment and Retraining Notification (WARN) Act and state law.

FedEx Ground provides ground transportation of packages throughout the United States. The company continuously evaluates its network to ensure it is in the best possible position to meet industry and customer needs. In light of current market dynamics and the growth of e-commerce, FedEx Ground is transforming its operations in many ways, including contracting with FedEx Express for the pickup and delivery of FedEx Ground packages at 1781 Haleukana St., Lihue, HI 96766 ("KAUI") beginning May 5, 2023. All FedEx Ground operations at this location are expected to cease permanently on or around May 5, 2023.

Approximately 4 full- or part-time employees, who are currently employed at the following facilities, may be impacted by this transition. The impacted employees are not represented by a labor organization and no contractual bumping rights exist at this facility.

Total Number of Affected Employees by Job Title at KAUI: 4

- Operations Manager: 1
- Package Handler (Air PT): 3



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FedEx Ground first announced this closure to employees in January of this year and has been working with employees to identify opportunities at other locations with FedEx Ground and FedEx Express's Hawaii operation. Employees' earliest expected date of separation would be at closure on May 5, 2023. However, FedEx Ground will keep employees on active, unpaid status for up to 90 days post-closure if they have not secured employment as of the closure date. Employee benefits will continue during that time. In that case, the termination date will be the date they obtain other employment or August 3, 2023, whichever is earlier.

Under the circumstances, receipt of this letter should not be viewed as an acknowledgement that notification under the WARN Act and related state law is required. Additional information may be provided as necessary.

Please do not hesitate to contact Karen Wharton, Senior Human Resources Manager at Karen.wharton@fedex.com or 909-563-2915 with questions or if there is anything further FedEx Ground can provide at this time.

Sincerely,

/s/ James Smith

James Smith, Senior Manager
110 Palekona St, Honolulu, HI 96819