



1000 FedEx Drive
Moon Township, PA 15108

August 3, 2023

Director, State Dept of Labor and Industrial
Relations
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830 Punchbowl Street, Rm 321
Honolulu, HI 96813
dlir.director@hawaii.gov

Mayor Richard T. Bissen, Jr.
200 South High Street
Kalana O Maui Bldg 9th Fl.
Wailuku, HI 96793
mayors.office@co.maui.hi.us

County of Maui Council
c/o Chair Alice Lee
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alice.lee@mauicounty.us

Mayor Richard Blangiardi
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Honolulu City Council
c/o Tommy Waters
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Mayor Mitchell Roth
25 Aupuni St. #2603
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Hawaii County Council
c/o Chairwoman Heather Kimball
25 Aupuni Street, Suite 1402
Hilo, HI 96720
heather.kimball@hawaiiicounty.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 applicable 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 821 Eha St., Wailuku, HI 96793, 110 Palekona St., Honolulu, HI 96819, and 612 Kalaniana'ole Ave., Hilo, HI 96720. All FedEx Ground operations at this location are expected to cease permanently on or around October 6, 2023.



Approximately 79 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 MAUI: 7

- Operations Managers: 2
- Operations Admin: 1
- Package Handlers: 4

Total Number of Affected Employees by Job Title at WHON: 66

- Senior Manager: 1
- P&D Manager: 1
- Operations Managers: 7
- Operations Admins: 7
- Operations Coordinators: 2
- Package Handlers: 43
- Seasonal Package Handlers: 5

Total Number of Affected Employees by Job Title at HILO: 6

- Operations Manager: 1
- Special Assignment Operations Manager: 1
- Package Handlers: 4

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 October 6, 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 January 4, 2024, 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.



1000 FedEx Drive
Moon Township, PA 15108

Sincerely,

/s/ James Smith

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