



March 19, 2020

VIA OVERNIGHT MAIL

Daniel K Inouye International Airport

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

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE
2020 MAR 23 AM 11:56

RE: WARN Notice

Dear Director Murakami,

The purpose of this letter is to formally let you know that due to unforeseen business circumstances related to a significant decline in business related to COVID-19, HMSHost will conduct a mass furlough at its operations at Kauai Airport 3901 Mokulele Loop, #6. We are giving you as much notice as possible under these unforeseen circumstances. It is expected that approximately 33 associates will be placed on furlough between 03/19/2020 and 04/01/2020, but most likely at the close of business on 03/19/2020.

Currently, we expect the mass furlough to be temporary.

Please see enclosed a list of affected associates and the number of affected associates in each job title.

In addition, the majority of the individuals are represented by:

UNITE H.E.R.E. Local 5

Eric Gill
Secretary-Treasurer
1516 South King Street
Honolulu, HI 96826

Please note bumping rights do exist, for most of the above positions, for layoffs that are sixty (60) days or longer.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any state or local WARN Act, if applicable. For further information or assistance, please contact Verdene Allen, HR Business Partner at 808-824-3904.

Sincerely,

Verdene Allen
HR Business Partner

Attachment: Associate WARN Notice
List of Affected Associates



Daniel K Inouye International Airport

TO: HMSHost Associate

FROM: Verdene Allen – HR Business Partner

DATE: March 19, 2020

RE: LAYOFF NOTIFICATION

The purpose of this notice is to formally let you know that due to unforeseen business circumstances related to a significant decline in business related to COVID-19, HMSHost will conduct a mass layoff at its operations at the Kauai Airport, 3901 Mokulele Loop, #6. We are giving you as much notice as possible under these unforeseen circumstances. It is expected that you, along with approximately 33 other associates will be placed on layoff between 03/19/2020 and 04/01/2020, but most likely at the close of business on 03/19/2020.

Currently, we expect the mass layoff to be temporary. Please note bumping rights do exist for most of the above positions should the layoff last sixty (60) days or longer.

Please make sure your contact information is up to date so we will be able to contact you when we are able to recall associates. Please see the attached **Layoff Transition Letter** for more information.

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