



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2020 JUL -2 PM 4:22

June 30, 2020

VIA FEDEX

Director

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

Re: DFS Group, L.P. – Notice of Mass Layoffs

Dear Director:

This letter is on behalf of DFS Group L.P. (“DFS”) to give you notice that there are currently anticipated to be mass layoffs at DFS’s following sites of employment in Hawaii, effective August 31, 2020:

DFS, Hawaii Daniel K. Inouye International Airport, 300 Rodgers Blvd., Honolulu, HI 96819

T Galleria By DFS, 330 Royal Hawaiian Ave., Honolulu, HI 96815

DFS Hawaii Kahului Airport, 1 Keolani Place, Kahului, HI 96732

On April 19 and 20, 2020, due to the COVID-19 outbreak and related restrictions that had the effect of shutting the DFS Hawaii retail locations, DFS commenced a temporary layoff at these locations of substantially all of its approximately 403 employees at these locations (Daniel K Inouye Airport – 152; T Galleria – 225; Kahului Airport – 26). At the time, the temporary layoff was anticipated to last until July 19, 2020. At this time, the temporary layoff is now anticipated to last until August 31, 2020, at which time it is currently anticipated that a portion of these workforces will be recalled to service. However, DFS currently anticipates that, absent an unexpectedly strong return of demand, it will permanently lay off workers in these locations as follows:

- Daniel K Inouye Airport – 75 out of approximately 150 employees are anticipated to be permanently laid off
- T Galleria – 125 out of approximately 250 employees are anticipated to be permanently laid off
- Kahului Airport – 12 out of approximately 25 employees are anticipated to be permanently laid off

These permanent layoffs will be effective September 1, 2020. A list of the job classification and number of affected employees in each job classification is enclosed herewith. The information in this notice is based on the best information available to DFS at this time. In the event of a change in the information provided in this notice, DFS will provide you an update at the earliest possible time. The reason that longer notice of the anticipated permanent layoffs has not been provided is because the ever-evolving business landscape caused by COVID-19, including its related travel restrictions, made the need for this notice not foreseeable earlier. Until shortly before this notice, we had hoped and anticipated that we would be able to recall substantially all of our Hawaii employees by August 31, 2020. The employees are not represented by a union. There are no bumping rights.



The following job classification and number of potentially affected employees by classification and location is listed below.

Location	Job Classification	Number of potentially affected employees
T Galleria	Sales	83
T Galleria	Support functions	36
T Galleria	Management	6
Daniel K Inouye International Airport	Sales	58
Daniel K Inouye International Airport	Support functions	16
Daniel K Inouye International Airport	Management	1
Kahului Airport	Sales	11
Kahului Airport	Support	1

Please do not hesitate to contact me at 808-352-3395 with questions or for further information.

Sincerely yours,

A handwritten signature in black ink that reads "Cassandra Ware".

Cassandra Ware
Human Resources Director

ORIGIN ID:HIKA (808) 837-3382
ERIC NUNIES
DPS HAWAII
330 ROYAL HAWAIIAN AVE
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HONOLULU, HI 96815
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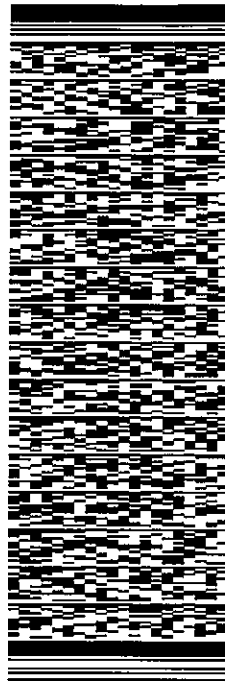
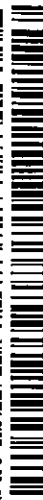
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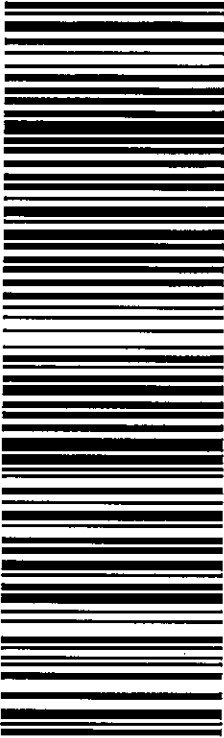
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