



DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

August 17, 2020

2020 AUG 19 PM 2:55

VIA U.S. MAIL & ELECTRONIC MAIL

State of Hawai'i, Department of Labor & Industrial Relations
Attn: Anne Perreira-Eustaquio, Acting Director
830 Punchbowl Street, Room 321
Honolulu, Hawai'i 96813
E-mail: dlir.director@hawaii.gov

Re: Notice of Mass Layoff at Hawaiian Airlines

Dear Ms. Perreira-Eustaquio:

Reference is made to Hawaiian Airlines, Inc.'s (the "Company") letter dated July 29, 2020, in which the Company provided notice of its mass layoff of union employees as a result of the adverse effect on our business caused by the COVID-19 pandemic. Further to that communication, we hereby provide notice that the Company is making additional reductions in its *non-union* workforce in the following Hawai'i locations:

- Daniel K. Inouye Int'l Airport (HNL), 300 Rodgers Blvd, Honolulu, HI 96819
- Kahului Airport (OGG), 1 Keolani Pl, Kahului, HI 96732
- 3375 Koapaka St., G-350, Hon., HI 96819, our corporate headquarters

Thirty-five (35) employees in the State of Hawai'i will be affected. Exhibit A is a listing of the affected job classifications for the non-union employees located in the State of Hawai'i that will be affected and the number of affected employees in each job classification. These employee separations are anticipated to be effective on October 19, 2020. As we are unable at this time to predict when our business operations will return to normal, these separations are permanent. The Company does not provide employees any "bumping" or seniority rights to non-union employees. Individual notices have been provided to all affected non-union employees.

This letter is intended to fulfill any applicable notice requirements under the Worker Adjustment and Retraining Notification Act ("WARN Act") but should not be construed as an admission that notice under the WARN Act is required.

Should you have any questions regarding this notice, please do not hesitate to contact me at (808) 564-7470 or Aaron.Alter@HawaiianAir.com.

Very truly yours,

Aaron J. Alter
Executive Vice President & Chief Legal Officer

EXHIBIT A

Job Classification Affected	Employees in Affected Classification	Location
Accountant	1	HDQ
Administrator, AO Employee Support	1	HNL
Administrator, Benefits	1	HDQ
Administrator, HR Employee Service Center	1	HDQ
Administrator, Marketing & Sales	1	HDQ
Administrator, Payroll	1	HDQ
Analyst, Supply Chain	1	HNL
Coordinator, Human Resources Operations	1	HDQ
Coordinator, Leave & Disability	1	HDQ
Coordinator, Recruitment	1	HDQ
Engineering Technician 1, Maintenance Programs	1	HNL
Executive Assistant, Finance	1	HDQ
Initiatives Lead, Human Resources	1	HDQ
Manager, Crew Absence Manager	1	HNL
Manager, Fuel Efficiency	1	HDQ
Manager, In-Flight Services - Operations	1	HNL
Manager, Operations	1	HNL
Manager, Operations, Contract Services	1	HNL
Manager, Operations, Contract Services	1	OGG
Manager, Training Technology	1	HDQ
Program Manager, Catering Supply Chain	1	HDQ
Sales Representative, Cargo Inside Sales	1	HNL
Senior Manager, Fuel Efficiency	1	HDQ
Senior Recruiter	1	HDQ
Shift Supervisor, Line Maintenance	2	HNL
Specialist, Catering Operations	1	HNL
Specialist, Configuration Control	2	HNL
Specialist, Fraud & Chargebacks	1	HDQ
Specialist, Leave Management	1	HDQ
Specialist, Process Document Writer	1	HNL
Specialist, Quality Assurance	1	HDQ
Specialist, Safety Programs - Hearing Conservation	1	HNL
Staff Engineer	1	HNL



HAWAIIAN
AIRLINES.

Hawaiian Airlines
3375 Koapaka Street, Suite G350
Honolulu, Hawaii 96819-1800

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