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11559 North Atlas Road
Hayden, ID 83835
(208) 292-3850
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www.empireairlines.com
www.empireaerospace.com

December 1, 2020

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

Re: Notice of Layoff required by Chapter 394B HRS

Empire Airlines DBA Ohana by Hawaiian will experience a reduction in its workforce, and a number of employees of Empire Airlines DBA Ohana by Hawaiian will experience layoffs, as a result of a suspension of air service. This notice, which is issued in compliance with the provisions of Chapter 394B, Hawaii Revised Statutes shall provide notification of Empire Airlines DBA Ohana by Hawaiian's intent to layoff its Ohana operations workforce.

1. Name and address of employer:
Empire Airlines, 11559 N. Atlas Road, Hayden, ID 83835
2. Name and phone number of contact person:
Pete Broschet, Director of Human Resources; Phone: (208) 292-3861; Email:
pete.broschet@empireairlines.com
3. Name and address of employment site where layoff(s) will occur:
Ohana by Hawaiian, 99 Kapalulu Place, Honolulu, HI 96819
4. Statement as to whether planned action will be temporary or permanent:
At this time, we consider this to be a temporary layoff; however, requirements for continued operations are out of our control, we cannot guarantee that this is not a permanent shutdown.
5. Statement if entire plant will be closed:
At this time, we anticipate keeping a small group of employees to maintain the aircraft while in storage.
6. Date of the closing, partial closing, relocation or divestiture, as these terms are defined in Chapter 394B, HRS:
Empire Airlines DBA Ohana by Hawaiian expects layoffs to begin around January 30, 2021. The layoffs may come in stages, depending upon the need for workers as the operation moves towards suspension of operations and storage of aircraft.

7. Expected date of 1st separation and anticipated schedule for making separations:
Empire Airlines DBA Ohana by Hawaiian expects layoffs to begin around January 30, 2021.
The layoffs may come in stages, depending upon the need for workers as the operation moves towards suspension of operations and storage of aircraft.
8. Number of employees at covered establishment:
Sixty-four (64) employees are covered at this location
9. Job titles of affected positions, and number of affected employees in each job classification:
Pilot: 33 employees
Mechanic: 17 employees
Flight Attendant: 12 employees
Stores Clerk: 2 employees
10. Approximate number of employees to be laid off or terminated:
Up to Sixty-four (64) employees
11. Name of union(s) representing affected workers, and name and address of chief elected officer of each union:
No Union representation for the affected employees
12. Indication whether bumping rights exist for affected employees:
No bumping right exists.
13. Name and title of person providing the information and date.
Pete Broschet, Director of Human Resources; November 13, 2020.

If you have further questions or need additional information, please feel free to contact me directly by phone at (208) 292-3861 or by email at: pete.broschet@empireairlines.com.

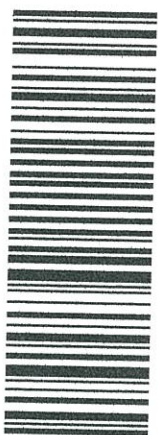
Sincerely,

Pete Broschet

Pete Broschet, Director of Human Resources



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