



Peter Ingram  
President and CEO

**Date:** March 18, 2019  
**To:** All Hawaiian Airlines Employees  
**From:** Peter Ingram, President and Chief Executive Officer  
**Re:** Equal Opportunity Policy Statement / EEO Policy / Disability Self-Identification Form

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Building and maintaining a diverse employee population is critical to our ongoing successes. We're at our best when we reflect the communities we live in and the guests we serve. The principles of Affirmative Action and Equal Employment Opportunity should guide us as we grow our team.

Our Mission, Vision, and Values reflect our belief in Affirmative Action, and our policies and procedures give us the tools to deliver on our commitment with integrity. For example, our written Affirmative Action Plans identify programs that strive to ensure equal employment opportunities for all current and prospective employees regardless of race, color, religion, gender, national origin, age, disability, veteran status, sexual orientation, gender identity or any other legally protected characteristics in all employment and personnel actions.

Also, our employment policies protect equal employment opportunities by prohibiting illegal harassment, discrimination, and/or retaliation, including against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing, or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment. Please refer to our Discrimination-Free and Harassment-Free Workplace Policies.

Hawaiian Airlines has always worked to provide qualified applicants and employees who are disabled veterans or individuals with disabilities with needed reasonable accommodations, and to ensure that all employment decisions are based only on valid job requirements. Recently, federal regulations were passed to further improve job opportunities for protected veterans and qualified individuals with disabilities. We want to measure how we are doing in this area, so we ask all applicants and new hires, and regularly ask our current employees, to self-identify disability and veteran status. Self-identification is voluntary and confidential, and data gathered via self-identification will be used to monitor and celebrate the diversity of our workforce.

Our Senior Vice President of Human Resources, Jim Lynde, is the Equal Employment Opportunity Officer for Hawaiian Airlines, and maintains our Affirmative Action Plans as well as an audit and reporting system that allows us to effectively measure our Affirmative Action efforts. To review these plans, please contact Jim during regular business hours.

I appreciate your passion and commitment to our diverse `ohana.