

July 31, 2020

BY FIRST CLASS MAIL AND EMAIL (steven.gustafson@deo.myflorida.com)

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E Madison St
Caldwell Building, MSC G-229
Tallahassee, FL 32399

Re: WARN Act Notice of Layoffs and Extended Furloughs
3511 NW 72nd Ave. Miami, FL, 33122,
1650 66th Ave., Miami, FL 33122
Miami International Airport, 2100 NW 42nd Ave., Miami FL 33142

Dear Mr. Gustafson:

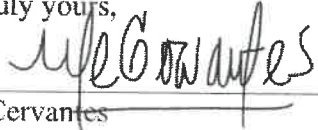
We regret to inform you that Avianca Holding (the "Company") will be extending furloughs and conducting layoffs of currently furloughed employees at its sites located at 3511 NW 72nd Ave. Miami, FL, 33122, at 1650 66th Ave., Miami, FL 33122, and at Miami International Airport, 2100 NW 42nd Ave., Miami FL 33142. As a consequence, EIGHTEEN employees – EIGHT at 3511 NW 72nd Ave., EIGHT at 1650 66th Ave., and TWO at Miami International Airport – will be permanently laid off on September 30, 2020. They will remain on furlough until that date. In addition, a total of THIRTY SIX employees – SIX at 3511 NW 72nd Ave., TWENTY THREE at 1650 66th Ave., and SEVEN at Miami International Airport – will remain on furlough until further notice, such that their total furlough period will likely exceed six months from when their furloughs began. The facilities will remain open. Bumping rights (that is, the right to avoid termination by displacing another employee) do not exist.

We are taking this action because of COVID-19 related business circumstances that were not reasonably foreseeable at the time notice would otherwise have been required. While we initially thought that travel restrictions would be short-lived and temporary, the continued extension of restrictions on business activities throughout the country, the resurgence of the pandemic in parts of the country served by the Company, the consequent postponing of reopening plans, the extended restrictions on and closures of the airports in Colombia, and continued restrictions on travelers from outside of the U.S., have led the Company to now anticipate a greater and longer impact on our operations than what was originally thought. We are notifying you of the Company's decision as soon as practicable, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

A list of the job titles affected at this time, the number of affected employees in each job title, and a schedule of separations and furloughs is attached as Exhibit 1. The employees do not have a union representative.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions, please contact Maria Cervantes at 786-719-72-73, who will serve as the Company's liaison with the Department for purposes of providing rapid response services to affected employees.

Very truly yours,



Maria Cervantes

Human Resources Business Partner Manager

EXHIBIT 1

SITE ONE (3511 NW 72nd Ave. Miami, FL, 33122)

Permanent Layoffs

Job Titles Affected	Number of Affected Employees	Date of Separation
Sales Executive	4	September, 30, 2020
Commercial Groups Backoffice	2	September, 30, 2020
Commercial Backoffice	1	September, 30, 2020
Regional Marketing Coordinator	1	September, 30, 2020

Extended Furloughs

Job Titles Affected	Number of Affected Employees	Original Furlough Date
Sales Coordinator	1	April, 1 st , 2020
Assistant	1	April, 1 st , 2020
Sales Executive	3	April, 1 st , 2020
Marketing Coordinator	1	April, 1 st , 2020

SITE TWO (1650 66th Ave., Miami, FL 33122)

Permanent Layoffs

Job Titles Affected	Number of Affected Employees	Date of Separation
Warehouse clerk	4	September 30, 2020
Logistic Assistant	1	September 30, 2020
Maintenance Technician	2	September 30, 2020
Maintenance Supervisor	1	September 30, 2020

Extended Furloughs

Job Titles Affected	Number of Affected Employees	Original Furlough Date
Maintenance Technician	4	April 1 st , 2020
Mechanical Technician	3	April 1 st , 2020
Warehouse Supervisor	1	April 1 st , 2020
Maintenance Representative	2	April 1 st , 2020
Warehouse documentation controller	1	April 1 st , 2020
Foreign Trade Coordinator	1	April 1 st , 2020
Warehouse clerk	11	April 1 st , 2020

SITE THREE (2100 NW 42nd Ave., Miami FL 33142)

Permanent Layoffs

Job Titles Affected	Number of Affected Employees	Date of Separation
Service Agent Supervisor	1	September 30,2020
Ground Operations Supervisor	1	September 30,2020

Extended Furloughs

Job Titles Affected	Number of Affected Employees	Original Furlough Date
Service Agent Supervisor	1	April 1 st , 2020
Ground Operations Supervisor	1	April 1 st , 2020
Security Authorities Coordinator	1	April 1 st , 2020
Ground Operations Manager	1	April 1 st , 2020
Airport Manager	1	April 1 st , 2020
Airport Director	1	April 1 st , 2020
Security Technician	1	April 1 st , 2020