

1-11-19



**MENZIES
AVIATION**

Menzies Aviation

5842 S. Semoran Blvd.
Orlando, FL 32822

January 9, 2019

Attn: Keantha Moore, Statewide Programs Administrator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137

Re: Notice of Reduction in Force

This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, is to inform you that it is necessary for Menzies Aviation at Fort Lauderdale- Hollywood International Airport Fort Lauderdale, Florida to enact a reduction in force. The reduction in force has been prompted due to the loss of contract with Spirit effective March 5, 2019, American Airlines effective February 01, 2018 JetBlue Airways December 01, 2018 and Allegiant Airlines December 31, 2018.

Last Notification was received by Spirit Airlines on January 7, 2019. Due to the unforeseeable loss of business, the notice of reduction in force will be provided with a 60-day continuation of pay. The 60-day pay continuance will be effective from the date of this notice.

This loss of contract is expected to result in the permanent elimination of 50 Full time employees – 1 full time salary employee, 43 hourly union positions. 6 hourly non-union full time positions

The Company will ensure that employees will be paid all earned wages and agreed upon benefits as entitled and required. .

You are also hereby notified that, as a result of their employment loss, individuals represented by you may be eligible to receive job retraining, re-employment services, or other assistance with obtaining new employment upon termination. These individuals may also be eligible for unemployment insurance benefits after their last day of employment. Whenever possible, the Florida Department of Economic Opportunity will contact the employer to arrange to provide additional information regarding these benefits and services to these individuals through workshops, interviews, and other activities that will be scheduled prior to the time their employment ends. If their jobs have already ended, they can also access reemployment information and apply for unemployment insurance benefits on the Department's website or they may use the contact information provided on the website or visit one of the Department's local offices to obtain further information and assistance.

Notices are also being provided today to the Statewide Programs Administrator. For more information regarding this workforce reduction, please contact Margarita Pichardo, Director of Human Resources, Margarita.Pichardo@menziesaviation.com or (407) 204-6715.

Sincerely,

Margarita Pichardo
Director of Human Resources, Southeast Region

EXCELLENCE FROM TOUCHDOWN TO TAKEOFF



Menzies Aviation
T 407.204.6715 • E Margarita.Pichardo@menziesaviation.com
W www.menziesaviation.com



**MENZIES
AVIATION**

January 9, 2019

Dear employee,

This letter serves as a formal written notice to confirm that Menzies Aviation will no longer be providing Fuel Services to Spirit Airlines, American Airlines, JetBlue Airways and Allegiant Airlines at Fort Lauderdale - Hollywood International Airport. Effective Separation date March 8, 2019 all company employees allocated to Fuel Service will be eliminated and the employment of those individuals holding such positions will be terminated on March 5, 2019 and March 8, 2019.

This will result in the elimination of 50 positions with the Company. The reductions are expected to be permanent, and are scheduled to occur on March 5, 2019 for employees working the Spirit Airways account and March 8, 2019 for employees working American Airlines, JetBlue Airways and Allegiant Airlines accounts. The specific positions and job classifications to be eliminated, and the number of individuals employed in each classification, are listed in the attached table. The Company's policies do not allow for bumping rights.

As an employee who will be affected by this reduction, federal and state laws require that you receive this official notice. For information on available state-provided dislocated worker assistance and unemployment benefits, please contact the following agency:

Florida Department of Economic Development
Workforce Division
107 E Madison St, Tallahassee, FL 32399
866-352-2345

Thank you for your valuable service to the Company. We wish you the best in your future endeavors. For more information regarding this workforce reduction, or if you have any questions or need additional information, please contact Margarita Pichardo 407-204-6715.

Sincerely,

Margarita Pichardo
Director of Human Resources, Southeast Region



ATTACHMENT

Cessation of Menzies Aviation Handling Services
Fort Lauderdale –Hollywood International Airport
On March 5, 2019 and March 8, 2019

Job categories of positions, number of employees and expected dates of separation are as follows:

Non-Exempt

Job Category	No. of Employees	Expected date of Separation
Spirit Airlines Aircraft Fuelers	20	March 5, 2019
Aircraft Fueler	20	March 8, 2019
Fuel Supervisors	04	March 8, 2018
Lead Aircraft Fueler	03	March 8, 2019
Quality Control Tech	02	March 8, 2019

Exempt Employees

Job Category	No. of Employees	Expected date of Separation
Operations Manager	01	March 8, 2019

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T: 407-204-6715
E: Margarita.plchardo@menziesaviation.com

5842 S. Semoran Blvd.
Orlando, FL 32822

JOB	Number of Employees
Operational Manager FT	1
Aircraft Fueler Supervisor FT	4
Aircraft Fueler Lead FT	3
Aircraft Fueler FT	40
Quality Control Technician FT	2
	50



spirit

January 7, 2019

Via Email

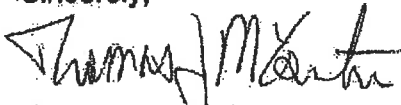
Gene Roy
Director - Sales
Menzies Aviation
4900 Diplomacy Road
Fort Worth, TX 76155

Re: FLL Into-plane fueling Contract

Dear Gene,

By means of this letter, please be advised that Spirit Airlines has elected to terminate the into-plane fueling services contract for Fort Lauderdale International Airport (FLL). In accordance with Sub Paragraph 8.2 of our contract, we hereby give notice of cancellation. Per the 60 day requirement we hereby establish March 5, 2019 as the final day for providing the into-plane fueling services in FLL.

Sincerely,



Thomas McCartin
Director – Fuel Management
954-364-0237 Office



November 20, 2018

Menzies Aviation - FLL
3383 SW 11th Ave
Fort Lauderdale, FL 33315

Dear Ms. Buttini,

The purpose of this e-mail is to provide you with a 30-day termination of services notice. The effective termination date and last day of operation will be December 31, 2018. If you have any questions or concerns, please contact me or Barbara Koenig.

In addition to the ongoing issues we have had with fueling delays; as well as, difficulty obtaining fuel slips when requested by accounting, the main contributing factor to this decision was the two fueling events that occurred on 11/8/18. Menzies allowed a fueler who had never completed Allegiant's fuel training in which he was enrolled on 3/30/18 to fuel our aircraft which subsequently resulted in a fuel spill. The second event resulted in aircraft damage when the fueler departed the aircraft with the hose still hooked up to the aircraft.

If you have any questions or concerns, please contact me at 702-830-8103 or Barbara.Koenig@allegiantair.com.

Best Regards,

Barbara Koenig

Barbara Koenig

Director, Accounting & Fuel Supply