



July 30, 2020

**VIA CERTIFIED MAIL AND EMAIL**

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  
steven.gustafson@deo.myflorida.com

**Re: Notice of Furlough**

Dear Mr. Gustafson:

These are unprecedented times for the aviation industry, and our codeshare partners, for whom Republic operates all its flights, have substantially reduced our flying schedules from historical and originally projected levels. As a result of these unforeseen circumstances, we are significantly overstaffed and must reduce our workforce accordingly. This notice is delivered to satisfy the requirements of the Worker Adjustment and Retraining Notification Act (29 U.S.C. §§ 2101 et seq.) and regulations promulgated thereunder, or other state or local laws (collectively, the "Acts"), out of an abundance of caution even though the Acts may not apply to the current reduction in force.

Republic is hopeful that over the next several weeks we can engage in measures that will reduce the number of involuntary furloughs. If we are able to adjust or cancel any of the involuntary furloughs as a result of furlough mitigation, we currently expect to do so prior to October 1, 2020.

This reduction in force, which will begin on October 1, 2020, is expected to affect 80 pilots and 79 flight attendants based at Miami International Airport, 2100 NW 42nd Ave, Miami, FL 33126 (absent successful measures that enable us to reduce the number of involuntary furloughs necessary). For some employees, the furloughs will be effective on October 1, 2020, and the remaining employees will be furloughed effective November 1, 2020. Bumping rights do not exist as a result of this furlough. Although we cannot predict with any certainty, based on the best information available to Republic at this time, we expect that this furlough will be temporary.

The pilots and flight attendants employed by Republic are each represented by the International Brotherhood of Teamsters ("IBT"), Airline Division. The chief elected official for the IBT, Airline Division is Captain David Bourne, Director, Airline Division, International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington, D.C. 20001. Republic's flight attendants are represented on the local level by IBT Local 135, whose chief elected official is Michael Winegar, Business Agent, IBT Local 135, 849 Meridian Street, Indianapolis, IN 46225. Republic's pilots are represented on the local level by IBT Local 357, whose chief elected official is Captain Josh LeBlanc, President, Teamsters Local 357, 6100 Clarks Creek Rd. Suite 100, Plainfield, IN 46168.

For further information, please contact the undersigned, Matthew Koscal, Senior Vice President and Chief Administrative Officer at (317) 484-6000.

Sincerely,

Matthew Koscal  
Sr. Vice President & CAO