



November 5, 2020

VIA FEDEX & E-MAIL

(Steven.Gustafson@DEO.MyFlorida.com and WARNnotices@deo.myflorida.com)

Steven Gustafson
State Trade and Rapid Response Coordinator
REACT Program
Florida Dept. of Economic Development
107 East Madison Street, MSC 229
Tallahassee, FL 32399

Re: Notice of Reduction in Force at Silver Wings Aerospace, Inc.'s Facility in Princeton, Florida

Dear Mr. Gustafson:

This letter serves to update your office with respect to additional employee actions we have had to take due to the Covid-19 outbreak and updates that certain letter from us to your office dated March 27, 2020, whereby we provided notice of a reduction in workforce; that certain letter from us to your office dated April 27, 2020, whereby we provided notice of temporary furloughs; that certain letter from us to your office dated May 11, 2020, whereby we provided notice of temporary furloughs; that certain letter from us to your office dated May 26, 2020, whereby we provided notice of temporary furloughs; that certain letter from us to your office dated June 16, 2020, whereby we provided notice of temporary furloughs; that certain letter from us to your office dated June 22, 2020, whereby we provided notice of temporary furloughs; that certain letter from us to your office dated July 6, 2020, whereby we provided notice of temporary furloughs; that certain letter from us to your office dated July 20, 2020, whereby we provided notice of temporary furloughs; and any additional letters we may have provided you.

This letter is to inform you that as a result of unforeseen business circumstances resulting from the sudden and unprecedented effects of the Coronavirus or Covid-19 outbreak ("Coronavirus") on our business, Silver Wings Aerospace, Inc., a Wencor Group, LLC company, will conduct layoffs at its facility located at 25400 SW 140th Avenue, Princeton, FL 33032 (the "facility"). We are providing this notice pursuant to the Federal Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101.

This is a partial closure of the facility, where the facility will continue to operate with a reduced work force; not all of the employees at the facility will be impacted. This action is anticipated to be permanent.



All employee layoffs in connection with this action are expected to occur November 6, 2020. Enclosed is a listing of the job titles of positions to be affected and the number of affected employees in each job classification. Employees will be separated in accordance with the enclosed schedule. All affected employees have been or will be notified of their separation dates and that their separation is anticipated to be permanent.

The affected employees at the facility are not represented by a union.

There are no bumping rights for affected employees.

We apologize that we were unable to provide more advance notice of the action. Wencor Group and its subsidiaries, including the company operating the Facility, supports the aviation industry; accordingly, the negative impacts of Covid-19 on our business have been immediate and unprecedented. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding Coronavirus. The speed and vast reach of the coronavirus outbreak, as well as the declarations of states of emergency and directives at the federal, state and local levels, including but not limited to: the directives for individuals to remain in place, with exception for essential needs, in certain jurisdictions, the directives for individuals to avoid congregating, limit travel and to work remotely, limitations on reopening, including differing phases and restrictions based on location, and the resurgence of the virus were unforeseeable and are causing, and will continue to cause, among other things, a drastic impact on Wencor Group's business, including but not limited to the closure of customer and client locations, travel restrictions, customer contract cancellations, and the partial closure of Wencor Group's facility as described above, creating an uncertain future such that the company does not have alternative work to offer to its affected employees. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.

We are providing this information out of an abundance of caution based on information currently available. If you have questions or want additional information, please contact me at 770-626-3627.

Sincerely,

A handwritten signature in blue ink that reads "W. S. Morris".

William S. Morris
General Counsel

Enclosures: Attachment A (list of job titles to be affected and anticipated layoff dates)

Attachment A

| Job Titles* | Separation Date(s)* |
|------------------------------------|---------------------|
| Master Technician - SWA | 11/6/2020 |
| Tech Librarian - SWA | |
| Stockroom Clerk - SWA | |
| Master Technician - SWA | |
| Master Technician - SWA | |
| Assistant Manager Quality - SWA | |
| HYD Technician I - SWA | |
| Master Technician - SWA | |
| Stockroom Clerk - SWA | |
| Master Technician - SWA | |
| Master Technician - SWA | |
| Stockroom Clerk - SWA | |
| HYD Technician I - SWA | |
| Sr. Purchasing Administrator - SWA | |
| HYD Technician I - SWA | |
| Stockroom Clerk - SWA | |
| Engineer - SWA | |
| Master Technician - SWA | |
| Purchasing Agent - SWA | |
| Warehouse Clerk - SWA | |
| Purchasing Agent - SWA | |
| CSD Technician I - SWA | |
| CSD Painter Cleaner - SWA | |
| Stockroom Clerk - SWA | |
| Warehouse Clerk - SWA | |

*Unless indicated otherwise, each job title listed above indicates one (1) person being affected; if a job title is listed more than once, it indicates one (1) person with that title being affected per listing.