

Menzies Aviation

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August 18, 2016

Oregon Employment Department
875 Union St. NE
Salem, OR 97311

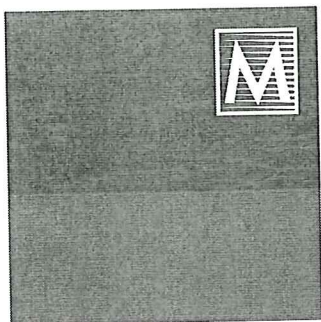
Dear Sir / Madam,

This letter serves as a formal written notice to you that Menzies Aviation (the "Company") will no longer be providing ground handling services to Alaska Airlines at Portland International Airport, effective 02:00AM on October 19, 2016 and all Ramp and Cabin Cleaner positions allocated to Alaska Airlines will be eliminated and the employment of those individuals holding such positions will be terminated that day. This will result in the elimination of approximately 186 positions with the Company at PDX, which reductions are expected to be permanent and are scheduled to occur on 02:00AM on October 19, 2016. 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:

WARN Act Information Line
U.S. Department of Labor
Employment and Training Administration
Office of Policy Development and Research
Division of Policy, Legislation, and Regulations
200 Constitution Ave, NW
Room N5641
Washington, DC 20210
Telephone: (202) 693-3079
E-mail: Warn.Inquiries@dol.gov

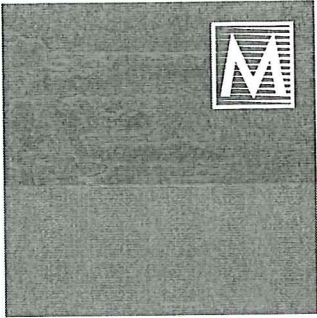




We wish to thank you for your valuable service to the Company and wish you the best in the future. For more information regarding this workforce reduction, or if you have any questions or need additional information, please contact Talin Bazerkania on 310.215.6044.

Sincerely,

Talin Bazerkania
Corporate Manager USA & Canada



ATTACHMENT

Cessation of Menzies Aviation Handling Services to Alaska Airlines
Portland International Airport
02:00AM October 19, 2016

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

Exempt Management Employees

Job Category	No. of Employees	Expected Date of Separation
General Manager	1	02:00AM October 19, 2016
Operations Managers	2	02:00AM October 19, 2016

Non- Exempt Employees

Job Category	No. of Employees	Expected date of Separation
Admin Assistants	2	02:00AM October 19, 2016
Supervisors	7	02:00AM October 19, 2016
Cabin Cleaners	42	02:00AM October 19, 2016
Lead Cabin Cleaners	12	02:00AM October 19, 2016
Cabin Cleaner Supervisors	2	02:00AM October 19, 2016
Ramp Agents	89	02:00AM October 19, 2016
Lead Ramp Agents	18	02:00AM October 19, 2016
Ramp Coordinators	10	02:00AM October 19, 2016
Safety Supervisor	1	02:00AM October 19, 2016