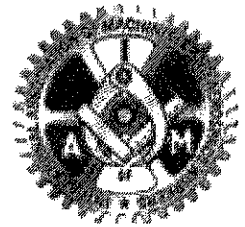




NOTICE



To Machinists Union Members at Envoy Air

June 29, 2020

The Company and Union were scheduled to continue to the bargaining process on April 7, 8, 2020. The parties agreed to cancel those dates due to the Covid 19 situation.

Over the past month the Union has tried to resume the bargaining process however the Company was not prepared to continue and requested that we reevaluate the situation in September.

The Union decided last week to file for conciliation as we were not in agreement with their request.

The application was filed on June 25, 2020 and we are waiting for an appointment of a conciliator. Once a conciliator is appointed he/she will contact both parties and arrange dates to continue the bargaining process.

We will keep you informed as to the progress over the next couple of weeks.

Thank you for your patience and support.

Thank you, Your IAM Negotiations Committee