



August 7, 2020

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RE: Notice of Permanent Layoffs

Over the next month, permanent layoff notices will be distributed for all of Ravn Air Group's workforce including its three subsidiaries; Corvus Airlines, Hageland Aviation and Peninsula Aviation Services.

Based on events surrounding COVID-19, we have had to make some very hard decisions that made a huge impact not only on us as an airline but for the state of Alaska and our employees. During this time, we have navigated the Chapter 11 process with the intent of saving not only as many jobs as possible, but also battling to reinstate and maintain service to communities throughout the state of Alaska. On April 5, 2020, we temporarily laid off the majority of our workforce - over 1300 employees. Now that the Bankruptcy Court proceeds have concluded we are forced to permanently layoff all employees. The affected employees are not represented by a union.

The layoffs will occur at all locations of Ravn Air Group including locations throughout the state of Alaska and East Boston, Massachusetts.

Set forth below is a table showing the job titles of the positions currently affected and the number of affected employees in each job classification. Upon the closing of the sale on August 7, 2020, these employees are considered permanent layoffs.

Job Title	Number of Employees
Airline Parts Clerk	20
Airline Records Clerk	6
Avionics Technician	2
Building Maintenance	7
Cargo Agent	33
Clerical	53
Customer Service Agent	113
Director	30
Dispatcher	10
Driver	2
Executive	10
Fleet Service	13

Flight Attendant	49
Ground Security Equipment	15
Inspector	7
Maintenance Controller	1
Maintenance Supervisor	2
Manager	38
Mechanic	122
Mechanic Helper	18
Operations Agent	21
Operations Control Agent	6
Pilot	216
Pilot Admin	2
Ramp Agent	195
Ramp Maintenance	6
Reservations Agent	19
Station Agent	39
Station Manager	20
Station Supervisor	1
Supervisor	37
Training Instructor	6
Village Agent	115
Grand Count	1234

All locations will be entirely closed. Here is a comprehensive list of those locations:

- Anchorage, Alaska
- Aniak, Alaska
- Barrow, Alaska
- Barter Island, Alaska
- Bethel, Alaska
- Cold Bay, Alaska
- Dead Horse, Alaska
- Dillingham, Alaska
- Dutch Harbor, Alaska
- East Boston, Massachusetts
- Fairbanks, Alaska
- Galena, Alaska
- Homer, Alaska
- Homer, Alaska
- Kenai, Alaska
- King Salmon, Alaska
- Kodiak, Alaska

- Kotzebue, Alaska
- Palmer, Alaska
- Sand Point, Alaska
- St. Mary's, Alaska
- Unalakleet, Alaska
- Valdez, Alaska

Should you wish further information, please feel free to contact me using the information shown below.

Thank you,

Jerrilyn Salazar
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