



July 30, 2020

**VIA CERTIFIED MAIL AND EMAIL**

Breeyn Handberg  
Rapid Response Program Manager  
Office of Workforce Development  
4020 E Fifth Ave  
Columbus, OH 43219  
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rapdresp@jfs.ohio.gov

**Re: Notice of Furlough**

Dear Ms. Handberg:

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.

This reduction in force, which will begin on October 1, 2020, is expected to affect 93 pilots and 95 flight attendants based at the John Glenn Columbus International Airport, 4600 International Gateway, Columbus, OH 43219, as well as 21 mechanics, one mechanic trainee, two maintenance composite technicians, and four material specialists located at the maintenance facility at 4330 E. 5th Street, Columbus, OH 43219 (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. The remaining affected employees are unrepresented.

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

Received August 3, 2020 at 8:30 am