



November 18, 2020

Via UPS

Office and Professional Employees
International Union
President's Office
Attn: Richard Lanigan, President
80 Eighth Avenue, 20th Floor
New York, NY 10011

Courtesy Copy via email and USPS Mail to:

George Evans, Local 407 / OPEIU
P.O. Box 13727
New Iberia, LA 70562

AMENDED NOTICE OF FACILITY CLOSURE AND "LAYOFF"

Dear Mr. Lanigan:

This notice is to advise you that effective November 18, 2020 Bristow Group Inc. ("Bristow") will be instituting an amendment of the "mass layoff" as defined by 29 U.S.C. § 2101(a)(3), originally noticed in accordance with the Worker Adjustment and Retraining Notification Act of 1988 (the "WARN Act"), 29 U.S.C. § 2102, et seq on **September 22, 2020** at the Bristow U.S. LLC Galliano facility located at: 18594 LA-3235, Galliano, Louisiana 70354 (the "Facility").

The amended layoff impacts 75 employees at the Facility. While 75 employees will be impacted by this action, only **21** were not provided with notice when it was initially issued on September 22, 2020. The job titles for the positions affected by this layoff and the number of affected employees in each job classification are reflected on the list attached hereto, and incorporated herein by this reference, as **Exhibit "A"**. Chart 1 and 2 under Exhibit "A" constitute the final list of impacted employees.

The revised WARN notice is being issued due to business circumstances surrounding the change in operations under Search and Rescue (SAR). The layoff, initially noticed on September 22, 2020, and expanded herein is permanent and will take effect on **December 1, 2020**.

If you have any questions regarding this notice, you may contact Beverly Breaux, Regional HR Manager, at (337) 335-2411 or Diana Teague, HR Business Partner, at (337) 359-3416, during normal business hours (Monday to Friday, 8:00am until 5:00pm).

Sincerely,

A handwritten signature in blue ink that reads "Breaux".

Beverly A. Breaux, SHRM-CP, PHR
Regional HR Manager, Americas

Exhibit A

Chart 1. below is a list of job titles affected by the December 1, 2020 **Bristow U.S. LLC Galliano Heliport facility layoff**, originally noticed on **September 22, 2020**, and the names of affected employees in each job title:

Chart 1:

Job Title	Name of Affected Employee in Job Title – noticed on Sept. 22, 2020 –
A&P Mechanic	Shawn Slyfield
A&P Mechanic	Anthony Alpha
A&P Mechanic	Michael Jenkins
A&P Mechanic	George Evans
A&P Mechanic	Nicholas Mayeux
A&P Mechanic	Jeremy Healy
A&P Mechanic	Amos Guidry
A&P Mechanic	Joey Douget
A&P Mechanic	Ronald Spurlock
A&P Mechanic	David Bjork
A&P Mechanic	Tobby Billiot
A&P Mechanic	Brent Frioux
A&P Mechanic	Raphael Tassin
A&P Mechanic	Terrial Kostic
A&P Mechanic	Clayton Fondren
A&P Mechanic	Wilfredo Pena
A&P Mechanic	Michael Deleon
A&P Mechanic	John Beckworth
A&P Mechanic	Roy Chapman
A&P Mechanic	Etienne Camel
A&P Mechanic	Daniel Hardy IV
A&P Mechanic	James Redeaux
A&P Mechanic	Christopher Reis
A&P Mechanic	Steven Voris
A&P Mechanic	Lloyd Hargrave
A&P Mechanic	Brady Broussard
A&P Mechanic	Jason Carmouche
A&P Mechanic	David Champagne
A&P Mechanic	David Noe
A&P Mechanic	Wayne Arnold
A&P Mechanic	Scott Abraham
A&P Mechanic	Kerry Diamond
A&P Mechanic	Brennan Lormand
A&P Mechanic	Danny Oxenford
A&P Mechanic	Caleb Stanley
Base Manager	William Hermans
Base Manager	Lani Moneyhon
FCC Tech	Keith Guidry
FCC Tech	Thomas Scott

Job Title	Name of Affected Employee in Job Title – noticed on Sept. 22, 2020 –
Field Parts Clerk	Corey Boullion
Field Parts Clerk	Beatrice Lemaire
Maintenance Manager	Joey Fontenot
Maintenance Manager	Darrin Breaux
Maintenance Manager	Frederick Rineholt
Pilot	Andre Orset
Pilot	Daniel Hess
Pilot	Todd Geddes
Pilot	Curt Vick
Pilot	Torger Juliusen
Pilot	Jordan Rick-Young
Pilot	Donald Trinidad
Pilot	Zachary Elkins
Pilot	Sean Mefferd
Pilot	Joshua Simon

Chart 2. below is a list of the job titles affected by the December 1, 2020 **Bristow U.S. LLC Galliano Heliport facility layoff**, and the names of affected employees in each job title. These employees were not originally provided notice on September 22, 2020 and will receive pay in lieu of WARN Notice for the remainder of the 60 days' notice period after the closure on December 1, 2020:

Chart 2:

Job Title	Name of Affected Employee in Job Title – not noticed on Sept. 22, 2020 –
A&P Mechanic	Paul Rivait
A&P Mechanic	Donald Matlage
A&P Mechanic	Richard Amedee
A&P Mechanic	Jimmy Truitt
A&P Mechanic	Terry Sorensen
Pilot	James Walton
Pilot	Kenneth Bruner
Pilot	John Moore
Pilot	Michael Graf
Pilot	John Yates
Pilot	William Whittington
Pilot	Craig Hardee
Pilot	Kevin Shuff
Pilot	James Talbot III
Pilot	Kevin Hart
Pilot	Floyd Rhodes
Pilot	Timmy Cahanin
Pilot	Jay Janus
Pilot	Cesar Leal
Pilot	Kenneth Hadzima
Pilot	William Mcintosh

Chart 3. below is a list of the names and job titles of employees who received original notice on September 22, 2020 but are no longer impacted by the December 1, 2020 **Bristow U.S. LLC Galliano Heliport facility layoff**:

Chart 3:

Job Title	Name of Employee on original notice Sept. 22, 2020 – no longer impacted –
A&P Mechanic	Christopher Cassel
A&P Mechanic	Gregory Kottemann
A&P Mechanic	Kenny McDonald
A&P Mechanic	Joel Smith
A&P Mechanic	Cru Gaspard
A&P Mechanic	Marcus Lavergne
A&P Mechanic	Ben Schrick
FCC Tech	Bradley Cole
FCC Tech	Donald Chapel
Pilot	Todd Cottle
Pilot	Paul Lee
Pilot	Raymond Procnier
Pilot	Jonathan Baker
Pilot	Douglas Crawford
Pilot	Aaron Fisher
Pilot	Conor O'Healy
Pilot	Oscar Gomez