



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 New Iberia facility located at: 4605 Industrial Drive, New Iberia, Louisiana 70560 (the "Facility").

The amended layoff impacts 78 employees at the Facility. While 78 employees will be impacted by this action, only **10** 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 New Iberia 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	Ronald Erskine
A&P Mechanic	Michael Romero
A&P Mechanic	Ronald Adams
A&P Mechanic	Thomas Nunley
A&P Mechanic	Joseph Lemaire
A&P Mechanic	Marcus Morgan
A&P Mechanic	Jason Champeaux
A&P Mechanic	Mack Lovell
A&P Mechanic	Dustin Eldridge
A&P Mechanic	Damon Strother
A&P Mechanic	Robert Wagar
A&P Mechanic	Gaylon Andrus
A&P Mechanic	Randy Wilkerson
A&P Mechanic	Shannon Wallis-Hill
A&P Mechanic	John Hundley
A&P Mechanic	Tren Delcambre
A&P Mechanic	Anthony Berard
A&P Mechanic	Karen Boyaki
A&P Mechanic	Brandon David
Administrative Assistant	Michelle Walker
Administrative Assistant	Elaine Sun
CASS Supervisor	Earl Mortensen
FCC Tech	Steven Guidry
FCC Tech	Mark Lanclos
FCC Tech	Mickye Hebert
FCC Tech	Brandon Hulin
HR Business Partner	Diana Teague
IT Service Delivery Manager	Michael Nelson
IT Technical Support Analyst	Dustin Abraham
IT Technical Support Analyst	Hoan Cheng
Maintenance Control Mgr	Richard Bergeron
Maintenance Manager	Richard Hebert
Pilot	Hugh Bailey
Pilot	Joseph Johnston
Pilot	Brock Rice
Production Coordinator	Jeremy Richard



NOTICE OF "LAYOFF"

Job Title	Name of Affected Employee in Job Title – noticed on Sept. 22, 2020 –
Receiving Clerk	Gregory Guidry
Receiving Clerk	Hayden Arthur
Records Clerk	Mary Theriot
Records Clerk	Kelli Rouly
Shipping Coordinator	Rod Skinner
Shop Supervisor	Michael Perry
Shop Supervisor	Eric Brown
Shop Tech	Nikolas Ashcraft
Shop Tech	Dwain Stelly
Shop Tech	Christopher Wilson
Shop Tech	George Nora
Shop Tech	Peter Derouen
Shop Tech	Lloyd Fontenot
Shop Tech	Edward Klepaida
Shop Tech	Allen Abshire
Shop Tech	Kevin Leblanc
Shop Tech	Aaron Wiles
Shop Tech	Chad Prejean
Shop Tech	Sonya Klepaida
Shop Tech	Neil Carret
Shop Tech	Mark Davis
Shop Tech	Kent Rodriguez
Shop Tech	Marc Wright
Shop Tech	Jamie Walker
Shop Tech	Doug Renard
Shop Tech	Kevin Davis
Shop Tech	Herbert Abshire
Shop Tech	Steven Lavergne
Sr HR Shared Services Rep	Samantha Hebert
Sr Parts Room Clerk	Kristie Gaspard
Supplier Coordinator	Savannah Olivier
Technical Records Supervisor	Jo Hamilton



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Chart 2. below is a list of the job titles affected by the December 1, 2020 **Bristow U.S. LLC New Iberia 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	Edward Stubbs
A&P Mechanic	Thomas Kurilla
A&P Mechanic	Brody Trahan
Pilot	Jeffery Asire
Pilot	William Sykes
Pilot	Jay Smith
Pilot	Marvin Robbins
Pilot	Christopher Holguin
Pilot	John Mucha
Pilot	Gary Wolf

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 New Iberia facility layoff**:

Chart 3:

Job Title	Name of Employee on original notice Sept. 22, 2020 – no longer impacted –
A&P Mechanic	Jeffery Fontenot
A&P Mechanic	Chase Comeaux
A&P Mechanic	Wesley Burgess
Distribution Coordinator	Angela Melancon
Inventory Priority Order Coordinator	Richard Smothers
Pilot	Thomas Armstrong
Pilot	Raymond Smith
Pilot	Christopher Bastien
Pilot	James Gaither
Records Clerk	Julie Pellerin