



April 10, 2025

Wisconsin Department of Workforce Development

VIA Email (WIOATitle1@dwd.wisconsin.gov)

RE: Notice of Additional Workforce Reduction

To Whom It May Concern:

As we previously notified you, on April 3, 2025, our contract with American Airlines ended. Although we have been diligently pursuing alternative flying opportunities, recent uncertainty in the general economy and the airline industry has caused us to re-evaluate our strategy. As such, we have notified our workforce of further reductions that will impact those employees who remain in service of the Company following the March/ April 2025 reductions. Reductions are expected to become effective in June 2025 (or sooner for our unionized employees, as further explained below), and will affect the Company's operations located at:

Air Wisconsin Airlines
General Mitchell International Airport (MKE)
5300 S Howell Ave.
Milwaukee, WI 53207

Air Wisconsin Airlines
Appleton International Airport (ATW)
W6390 Challenger Dr.
Appleton, WI 54915

At this time, the reductions are expected to be temporary for our unionized employees (as required by the applicable collective bargaining agreements) and permanent for management/salaried employees. The duration of the reduction is unknown and will be dependent future opportunities, as they may arise. The resulting reduction will affect approximately 128 salaried/ management.

Attached is the list of job titles for the positions that will be affected and the number of employees in each position.

Additionally, we sent the following message to our union employees and their representatives extending the furlough period included in our January 31, 2025, WARN letter:

"On January 31, 2025, you received notice in accordance with the Worker Adjustment and Retraining Notification ("WARN") Act. That notice informed you of a layoff expected to occur between March 31 and April 14, 2025. However, due to continued uncertainty within the airline industry and our efforts to secure alternative flying in the hopes of avoid avoiding additional employment reductions, the anticipated furlough dates in that notice are extended. It is expected that an additional furlough impacting your labor group will become effective between [April/ May XX, 2025, and April/ May XX, 2025. This furlough will be conducted in accordance with your collective bargaining agreement."

The dates in the message are dependent on each group's collective bargaining agreement. Our intent is to implement furloughs as expeditiously as those agreements permit.

W6390 Challenger Drive, Suite 203 • Appleton, WI 54914-9120
Phone (920) 739-5123 • Fax (920) 749-4158



The contact information for each of the unions are as follows:

- **Clerical, Office, Fleet & Passenger Service Employees and Maintenance and Related Personnel are represented by the International Association of Machinists and Aerospace Workers (IAM).**

Contact: John Bidoglio, 9633 S. 48th St, Suite 100, Phoenix, AZ 85044

- **Pilots are represented by the Airline Pilots Association (ALPA).**

Contact: Captain Jason Ambrosi, International 7959 Jones Branch Dr. Suite 4005, McLean, VA 22102

- **Flight attendants are represented by the Association of Flight Attendants (AFA).**

Contact: Doris Millard, 6250 N River Rd. Suite 4020, Rosemont, IL 60018

- **Dispatchers are represented by the Transportation Workers Union of America (TWU).**

Contact: Mike Vogt, W6390 Challenger Dr. Suite 203, Appleton, WI 54914

Due to language included in the applicable collective bargaining agreements, including “bumping rights”, it is impossible to predict which of the represented employees will ultimately be affected.

Each employee who may be affected by any reduction in workforce has been notified and provided with the regulatory required information. The Company will ensure that any affected employees will be paid all earned wages and agreed upon benefits at the time of separation due to any such reduction.

For further information concerning this reduction, please contact me at 920-749-4244.

Sincerely,

Tina Vos
Vice President of Human Resources
Air Wisconsin Airlines

[Redacted Signature]

Job Title	Number of Positions
Accounts Payable Specialist	1
Applications Manager	1
Assistant Chief Pilot	1
Avionics Manager	1
CFO	1
Component Performance Specialist	1
Crew Resource Manager	1
Crew Scheduler	2
Crew Services Coordinator	3
Crew Services Supervisor	1
Crew Planning & Resource Analyst	1
Curriculum Developer	1
Data Architect	1
Dir Accounting/Controller	1
Dir Corporate Quality Assurance	1
Dir Inflight Standards and Training	1
Dir IT Business Technology	1
Dir IT Tech Services	1
Director Benefits & Risk	1
Director of Charter Sales	1
Director of Maintenance	1
Director of Quality	1
Director of Supply Chain	1
Director of Tax	1
Director Operational Resource Analysis	1
Financial Analysis- Projects	1
Financial Manager	1
Fleet Performance Manager	1
Flight Tech/Records Manager	1
Heavy MX Representative	1
HR Comp and Audit Coordinator	1
HR Manager Comp/Admin	1
Inflight Domicile Manager	1
Inflight Training Domicile Support Coordinator	1
Infrastructure Engineer	1
IT Operations Manager	1
Maintenance Admin Assistant	1
Maintenance Apprentice	4

Maintenance Base Manager	2
Manager of Corporate Quality	1
Manager of Pilot Training	1
Manager Operational Resources	1
Managing Director Flight Operations	1
Materials Manager Heavy Check	1
Materials Planning &Procurement Specialist	2
MD Financial Planning/Analysis	1
MD Legal and Labor	1
Media Marketing Communication Manager	1
Mgmt Transport Pilot	7
Mgr - Emergency Response/ SMS Promotion	1
Mgr AQP and Curriculum	1
Mgr ASAP FOQA and Fatigue	1
Mgr Bus Tech Del Support System	1
Mgr Corp Real Estate/Facilities	1
MX Control Program Specialist	1
MX Controller	4
MX Controller II	3
MX Field Rep	3
MX Operations Professional	1
MX Planning Coordinator	1
MX Production Specialist	1
MX Training Instructor	1
MX Training Instructor Apprentices	1
Op Resource Coordinator	1
Payroll Manager	1
PowerPlant Program Specialist	1
President/CEO	1
Quality Assurance Auditor	1
Quality Control Manager	2
Quality Manager Regulatory Compliance	1
Records Specialist	1
Recruiting Specialist	1
Regulatory Compliance Supervisor	1
Secretary & Legal Counsel	1
Senior HR Administrator	1
SOC Duty Manager	2

Solutions Developer	1
Sr Crew Scheduler	1
Sr Inflight Instructor	1
Sr Payroll Specialist	2
Sr Staff Acct II Gen Acc	1
Sr Staff Acct Invent Acc	1
Sr Staff Accountant II AP	1
Sr VP, CAO and Treasurer	1
Sr. IT Network Engineer	1
Sr. SP/MS O365 Specialist	1
Staff Acct-Tax & Treasury	1
System Support Analyst	1
Systems Engineer	1
Tax Risk Benefits Admin	1
Tech Stores Ops Manager	1
Tech Support Field Spec	1
Tech Support Specialist	2
Technical Stores Manager	1
Technical Writer	2
Treasury Analyst	1
Treasury Manager	1
Vice President Tech Ops	1
VP Flight Operations	1
VP Human Resources	1
VP Safety and Security	1
VP, IT and BI	1