



January 30, 2025

VIA Email (WIOATitleI@dwd.wisconsin.gov)
Wisconsin Department of Workforce Development
Dislocated Worker Unit

RE: Notice of Workforce Reduction

To Whom It May Concern:

On January 10, 2025, Air Wisconsin Airlines LLC (the "Company") announced publicly a strategic shift in its operations following the termination of its capacity purchase agreement with American Airlines, Inc. effective April 3, 2025.

Since that announcement, the Company has been working to develop alternative flying opportunities, which it expects to announce in the coming weeks. It is likely that the Company's strategy will involve some level of company-wide workforce reductions, although at this point, the Company is unable to assess the extent of those reductions. Any reduction may begin as soon as March 31, 2025, or during the 14-day period thereafter, and affect the Company's business 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 and permanent for management/salaried employees. The duration of the reduction is unknown and will be dependent on alternative flying opportunities. It may result in the layoff of approximately 513 employees- 219 management/salaried employees and 294 union/represented employees in the state of Wisconsin. Attached is the list of job titles for the positions that will be affected and the number of employees in each position.

Of the 294 affected employees that are represented employees. The contact information for the different unions is 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)
John Bidoglio, 9633 S. 48th St, Suite 100, Phoenix, AZ 85044

Pilots are represented by the Airline Pilots Association (ALPA)
Captain Jason Ambrosi, International 7959 Jones Branch Dr. Suite 4005, McLean, VA 22102



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

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

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

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 layoff, please contact me at 920-749-4244.

Sincerely,

Tina Vos
Vice President of Human Resources
Air Wisconsin Airlines

FEIN: 391767281

| Job Title | Count |
|--|--------------|
| A/P Mechanic | 41 |
| Assistant Chief Pilot | 1 |
| Avionics Manager | 1 |
| Avionics Technician | 1 |
| Cleaner | 6 |
| Crew Chief | 6 |
| CRJ Captain | 40 |
| CRJ First Officer | 47 |
| Flight Attendant | 44 |
| Inflight Training Domicile Support Coordinator | 1 |
| Inspector | 3 |
| Lead Cleaner | 2 |
| Maintenance Apprentice | 4 |
| Maintenance Base Manager | 1 |
| Maintenance Field Rep | 1 |
| Maintenance Instructor | 1 |
| Maintenance Training Instructor | 1 |
| Plant & Ground Equipment Mechanic | 1 |
| Quality Control Manager | 1 |
| Recruiting Specialist | 1 |
| Technical Stores Manager | 1 |
| Technical Stores Operations Manager | 1 |
| Technical Stores Supervisor | 3 |
| Technical Stores Supply Clerk | 10 |

| Job Title | Count |
|---|--------------|
| A&P Mechanic | 31 |
| Accounts Payable Manager | 1 |
| Accounts Payable Specialist | 1 |
| Aircraft Cleaner | 9 |
| Applications Manager | 1 |
| Benefit and Risk Analyst | 1 |
| Benefits Coordinator | 1 |
| Chief Financial Officer | 1 |
| Component Performance Specialist | 1 |
| Component Repair Analyst | 1 |
| Corporate SMS Analyst | 1 |
| Corporate SMS Safety Risk Coordinator | 1 |
| Crew Chief | 9 |
| Crew Planning & Resource Analyst | 1 |
| Crew Resource Manager | 1 |
| Crew Scheduler | 7 |
| Crew Services Coordinator | 4 |
| Crew Services Supervisor | 1 |
| Curriculum Developer | 1 |
| Director Benefits & Risk | 1 |
| Director Corporate Safety | 1 |
| Director of Accounting & Controller | 1 |
| Director of Corporate Quality Assurance | 1 |
| Director of Flight Standards Training | 1 |
| Director of Inflight Standards Training | 1 |
| Director of IT Business Technology | 1 |
| Director of IT Technical Services | 1 |
| Director of Maintenance | 1 |
| Director of Quality | 1 |
| Director of Strategic Sourcing | 1 |
| Director of Supply Chain | 2 |
| Director of Tax | 1 |
| Director of Technical Operations | 1 |
| Director Operation Resource Analysis | 1 |
| Dispatch Coordinator | 7 |
| Dispatch Trainer | 1 |
| Dispatcher | 12 |

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|---|---|
| Employee Relations Manager | 1 |
| Financial Analyst | 1 |
| Financial Manager | 1 |
| Fleet Performance Manager | 1 |
| Fleet Performance Specialist | 1 |
| Flight Budget Analyst | 1 |
| Flight Operations Technical & Data Manager | 1 |
| Flight Technical Records Manager | 1 |
| Help Desk Analyst II | 1 |
| HR Compliance and Audit Coordinator | 1 |
| HR Coordinator | 1 |
| HR Drug/Alcohol Compliance Coordinator | 1 |
| HR Manager of Compliance & Administration | 1 |
| HR Manager of Recruiting | 1 |
| HR Operations Specialist | 1 |
| HR Support Administrator | 1 |
| Inflight Domicile Manager | 1 |
| Infrastructure Engineer | 1 |
| Inspector | 4 |
| Instructor of Maintenance Support | 1 |
| IT Network Engineer | 1 |
| IT Operations Manager | 1 |
| Lead Cleaner | 4 |
| Maintenance Administrative Assistant | 1 |
| Maintenance Apprentice | 8 |
| Maintenance Control Program Specialist | 1 |
| Maintenance Controller | 8 |
| Maintenance Controller II | 6 |
| Maintenance Intern | 2 |
| Maintenance Operations Professional | 3 |
| Maintenance Planning Coordinator | 4 |
| Maintenance Planning Coordinator I | 1 |
| Maintenance Production Specialist | 1 |
| Maintenance Training Instructor of Apprentices | 1 |
| Management Transport Pilot | 7 |
| Manager Flight Standards | 1 |
| Manager of Airport Operations, Standards & Training | 1 |
| Manager of AQP and Curriculum | 1 |

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| Manager of ASAP FOQA and Fatigue | 1 |
| Manager of Business Technology Development & Support Systems | 1 |
| Manager of Corporate Quality | 1 |
| Manager of Corporate Real Estate & Facilities | 1 |
| Manager of Emergency Response & SMS Promotion | 1 |
| Manager of Operational Resources | 1 |
| Managing Director of Flight Operations | 1 |
| Managing Director of Legal and Labor | 1 |
| Materials Manager of Heavy Check | 1 |
| Materials Planning & Procurement Specialist | 4 |
| Media Marketing Communication Manager | 1 |
| Operational Resource Analyst | 1 |
| Operations Resource Coordinator | 1 |
| Payroll Manager | 1 |
| Payroll Tax Administrator | 1 |
| PC Technician II | 1 |
| Pilot | 2 |
| Plant & Ground Equipment Mechanic | 1 |
| Power Plant Program Specialist | 1 |
| President/CEO | 1 |
| Program Manager of Aircraft Components | 1 |
| Quality Assurance Auditor | 2 |
| Quality Assurance CASS auditor | 1 |
| Quality Assurance Manager | 1 |
| Quality Manager of Regulatory Compliance | 1 |
| Records Specialist | 4 |
| Regional System Chief Pilot | 1 |
| Regulatory Compliance Supervisor | 1 |
| Reliability Analyst | 1 |
| Scheduling & Planning Analyst | 1 |
| Senior Business Analyst | 1 |
| Senior Crew Scheduler | 4 |
| Senior Curriculum Developer | 1 |
| Senior Data Warehouse Developer | 1 |
| Senior Director of Inflight | 1 |
| Senior Director Systems Operations | 1 |
| Senior Flight Training Instructor | 6 |
| Senior HR Administrator | 1 |

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|---|----|
| Senior IT Network Engineer | 1 |
| Senior Maintenance Planner | 1 |
| Senior Payroll Specialist | 1 |
| Senior Payroll Tax Administrator | 1 |
| Senior Solutions Developer | 1 |
| Senior SP/MS O365 Specialist | 1 |
| Senior Staff Account of General Accounting II | 1 |
| Senior Staff Accountant of Inventory Accounting | 1 |
| Senior System Support Analyst | 1 |
| Senior VP & Chief Operating Officer | 1 |
| Senior VP, CAO and Treasurer | 1 |
| SOC Duty Manager | 4 |
| Solutions Developer | 1 |
| Staff Accountant-Tax & Treasury | 1 |
| System Support Analyst | 1 |
| Systems Engineer | 1 |
| Tax Risk Benefits Administrator | 1 |
| Technical Support Specialist | 3 |
| Technical Stores Manager | 1 |
| Technical Stores Supervisor | 1 |
| Technical Stores Supply Clerk | 10 |
| Technical Writer | 1 |
| Technical Writer of Flight Operations | 2 |
| Treasury Analyst | 1 |
| Treasury Manager | 1 |
| VP Flight Operations | 1 |
| VP Human Resources | 1 |
| VP of Technical Operations | 1 |
| VP Safety and Security | 1 |
| VP, IT and BI | 1 |