
Lynx Air Holdings Corporation

CCAA Communications Package
Employees & Wage Earner Protection Program

On February 22, 2024, Lynx Air Holdings Corporation and 1263343 Alberta Inc. dba Lynx Air (collectively the “**Applicant**” or “**Lynx Air**”) sought and obtained an initial order (the “**Initial Order**”) from the Court of the King's Bench of Alberta (the “**Court**”) under the Companies' Creditors Arrangement Act R.S.C. 1985, c. C-36, as amended (“**CCAA**”). The Initial Order provides, among other things, a stay of proceedings which may be extended from time to time. Pursuant to the Initial Order, FTI Consulting Canada Inc. was appointed monitor (the “**Monitor**”) of the Applicant.

Current Employees

1. How will I be paid my wages / salary going forward?

- Wages and salaries will continue to be paid in the normal course for services performed during the CCAA proceeding.

2. I am owed wages up to the filing date. Will I be paid?

- Yes. Wages and salaries will continue to be paid to employees who continue to work in the normal course, in accordance with normal payroll practices.

Terminated Employees & WEPP

3. I am a terminated employee and have unpaid accrued vacation. Will it be paid and will I be paid severance?

- No severance payment or payment of accrued vacation will be made to you as a result of your termination.

4. As a terminated employee, am I eligible for the Wage Earner Protection Program (“WEPP”)?

- In order for the Wage Earner’s Protection Program Act (“**WEPPA**”) to apply to Lynx Air, the Court must declare that Lynx Air meets the criteria prescribed by regulation.
- The Initial Order includes a declaration that Lynx Air as an applicant under the CCAA meets the criteria prescribed by the regulation and its former employees are eligible to receive a payment if they are owed eligible wages by Lynx Air. Accordingly, any employee who is deemed to be owed eligible wages will receive a WEPPA package from the Monitor which will include a proof of claim and instructions on how to apply for a payment through WEPP.
- To the extent there are any changes, information will be posted on the Monitor’s website & notices will be sent to employees with additional information.

- Additional information around WEPPA can be found at: <https://www.canada.ca/en/employment-social-development/services/wage-earner-protection.html>
- Or by calling Service Canada directly at: 1-866-683-6516 (toll free)

5. What is WEPPA?

- WEPPA is a law that was enacted by the Federal Government to provide relief to, and compensate former employees for the loss of wages or other eligible amounts, including termination pay and severance pay (“**Eligible Wage Claim**”), owed to them by an employer that becomes the subject of a qualifying insolvency proceeding.

6. How do I apply for WEPPA?

- The Monitor, in consultation with Lynx Air, will determine the total Eligible Wage Claim amount and will provide a notice to all eligible employees with a calculation of their Eligible Wage Claim. The letter will include step by step instructions and a proof of claim form for the employee to follow and fill out in order to submit their WEPP Claim to Service Canada.

7. Can I apply for WEPPA now?

- No. You must wait to receive your notice from the Monitor providing your eligible claim amount, proof of claim form and instructions on how to apply.

8. I have unpaid vacation from the last two years. Will I get paid for all of it?

- No. The wages, other than termination pay and severance pay, owed to you must have been earned during the eligibility period. The WEPP eligibility period is the 6-month period before the insolvency period (the “**Eligibility Period**”).
- Eligible wages is defined to include:
 - salaries, commissions, compensation for services rendered, gratuities, bonuses and shift premiums; and
 - vacation pay earned during the eligibility period.

9. Will I get paid my full claim amount?

- Under WEPPA, the current maximum amount payable to employees is **\$8,507.66**. If your claim amount is more, you will only be entitled to a payment of the maximum amount.

10. What do I do if I have other questions?

- For questions relating directly to employee matters or WEPPA, the Monitor can be contacted by email at: Employee.LynxAir@fticonsulting.com.

- For questions relating to the CCAA proceedings, the Monitor can be contacted toll free at **1-833-738-7742** or **403-454-0766** or by email at: LynxAir@fticonsulting.com.
- Additional information is also available on the Monitor's website at: <http://cfcanada.fticonsulting.com/lynxair/>