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# Lynx Air Holdings Corporation

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CCAA Communications Package  
*Wage Earner Protection Program Calculation*

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.

On March 14, 2024, the Monitor distributed (via email) Notices of WEPP Claims to all eligible former employees of Lynx Air.

Please follow the instructions in the notice. You must reply to the Monitor with your filled out proof of claim form.

**Do not apply** for WEPP until the Monitor has notified you that your proof of claim has been submitted by the Monitor to Service Canada. Refer to detailed instructions on **page 5 of your notice**.

An “Eligible WEPP Claim” is defined, based on the WEPP Act (“**WEPPA**”) and the Federal Labour Standard, to include:

- o Unpaid wages during the eligibility period;
- o Unpaid vacation pay earned during the eligibility period;
- o Termination Pay based on *Canada Labour Code*; and
- o Termination Pay based on *Canada Labour Code*.

### **Unpaid wages and unpaid vacation pay**

The “Eligibility Period” is defined as the six month period immediately preceding the Filing Date (February 22, 2024).

For clarity, the WEPP claim would only include any unpaid wages or unpaid vacation accumulated from August 22, 2023 to your termination date (the “**Eligibility Period**”).

### **Termination Pay**

Pursuant to the *Canada Labour Code, section 230 (1.1)*, employees with tenure of +3 months are entitled termination notice in lieu to the greater of:

- 2 weeks pay; or
- 1 week / year of service up to a maximum of 8 weeks

### **Severance Pay**

Pursuant to the *Canada Labour Code, section 235 (1)*, employees with tenure of +1 year are entitled severance pay to the greater of:

- 2 days pay x the number of years worked; or
- 5 days pay

If you believe you are eligible for a WEPP claim and did not receive the notice email, please reach out to [Employee.LynxAir@fticonsulting.com](mailto:Employee.LynxAir@fticonsulting.com)

Additional information is also available on the Monitor's website at: <http://cfcanda.fticonsulting.com/lynxair/employee.htm>