

**EVERGREEN INTERNATIONAL AIRLINES, INC.**

NOV - 8 2013

1850 Three Mile Lane • McMinnville, OR 97128 • USA  
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www.EvergreenAviation.com

CCWD

**WARN NO.**  
1985**WARN ACT MEMO**

**To:** All Evergreen International Airline Employees

**CC:** Delford M. Smith-Owner, Mike Hines-President, Ryan Smith-CFO, Scott Olson-V.P.,  
Maintenance, Steve Harp-V.P., Flight Operations, Ranjit Seth-SR V.P., Sales

**From:** Monique Gregory- Human Resources Manager- EA

**Date:** 11/07/13

**Re:** Evergreen International Airlines (EIA) company closure

**EIA Layoffs**

Please be advised that Evergreen International Airlines (EIA), which operates out of various states (within the United States) with its corporate location in McMinnville, Oregon will end all operations, effective 11/30/2013. Therefore, EIA will no longer conduct business. (However, this date could be pushed into the month of December, 2013.

The last day of all operations will be November 30, 2013. Therefore the last day of employment for employees will range from current day (11/07/2013) through November 30, 2013 with a small number of specific employees remaining to complete the closing requirements. There are no bumping rights.

We appreciate your service, hard work and strong commitment to the Airlines, over the years. The loss of our company is very unfortunate; however, we appreciate your continued excellent service during this ending phase.

If you have questions regarding the limited opportunities with Evergreen Trade or Evergreen Aviation Ground Logistics Enterprises, please reference the Evergreen Website information. If you would like to be placed on Evergreen's recall list (if any job opportunities arise in Evergreen Trade or Evergreen Aviation Ground Logistics Enterprises, please submit an e-mail to [monique.gregory@evergreenaviation.com](mailto:monique.gregory@evergreenaviation.com), with your request. Please keep in mind that Evergreen evaluates potential job-placement candidates on merit and performance. For any other questions regarding your employment, please contact Corporate Human Resources at 503-472-9361.

**Confidential**