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October 13, 2017

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Dear Brothers and Sisters:

I write you with a quick update on the Equity Distribution Plan. Several members raised questions in response to my letter that was sent last week. As a result, I have asked our lawyers to prepare a “question and answer” sheet . This will be sent out in the near future.

Our legal team will provide answers to the questions I received . Until then, let me share that the Plan currently is funded at about \$85 million dollars. Arrangements will now be developed to distribute the money.

Please remember this is a complicated , detailed and time consuming process. Our lawyers will keep the eligible recipients informed of the timetable, process and other legal issues like the withholding of some funds because of taxes .

Be assured we are carefully working to bring this to conclusion.

Thank you .

Fraternally,

Mike Mayes
Director, Air Division, TWU International

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