

From: Patrick Byrne <[REDACTED]>

Date: 17 June 2017 at 07.42. [REDACTED]

Subject: Crew Sickness Levels

To all Crew in CPH Base,

I am writing to you directly to tell you how concerned I am at the appalling incidence of crew calling in sick close to their rostered duties. I have to tell you that the CPH Base is by far the worst base for crew sickness when compared to our other six bases.

As an airline that is totally committed to flight safety we recognize that "genuine" sickness is a hazard and as per our operations manual, crew should at all times consider if they can come to work and adequately and safely perform their duties. Our statistics built up over many years of safe operations and indeed that of the European airline industry indicate that the incidence of "genuine" sickness preventing crew from coming to work is not a high percentage. Dramatically, however the CPH crew base statistics are multiples of this "normal" value.

There are many of you who no doubt put a value on your job and look forward to having long term employment with Cityjet. Unfortunately however the high incidence of crew calling in sick, in what can only be described as "a most unnatural phenomenon" is posing a very real threat to the future of the CPH crew base.

My responsibility as CEO, is to protect the business and to create the conditions for a prosperous future for the company so that employees can have an expectation of sustained employment on good terms and conditions and can also aspire to a realistic career with prospects.

The extremely high incidence of CPH based crew over the past few months failing to report for duty due to calling in sick has placed the continued viability of the CPH base in serious danger. This situation cannot and will not be tolerated by the company. This coming week we will be announcing our new policy on crew reporting sick which is consistent with Danish labour regulations.

For the majority of you receiving this communication, this will not represent any change to the professional manner in which you discharge your obligations to the company and perform your role. For those of you who do not share the same work ethic (and consideration for your work colleagues) this will represent a challenge of substantial proportions.

Regards,

Pat Byrne

CEO, Cityjet and Chairman of Cimber.



Book online at <http://www.cityjet.com>

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