

### 1. What did CHC announce?

- CHC has voluntarily filed for relief under Chapter 11 of the Bankruptcy Code in the U.S. Bankruptcy Court for the Northern District of Texas to facilitate its financial and fleet reorganization and help position the Company for long-term success.
- CHC continues to work with its advisors to evaluate options to restructure its fleet and balance sheet, and is focused on potentially reaching agreements with its stakeholders as expeditiously as possible.
- The reorganization is expected to strengthen CHC's financial position by allowing the Company to manage and operate its fleet of aircraft, while reducing long-term debt and enhancing financial flexibility.
- We expect day-to-day operations at CHC to continue without interruption throughout the court-supervised reorganization process.
- The Company expects to maintain sufficient liquidity throughout the restructuring process to maintain its business operations.

### 2. Does this mean CHC is going out of business? Will any CHC subsidiaries be going out of business?

- Chapter 11 does not mean that CHC is liquidating or going out of business. CHC expects to continue to provide services without interruption.
- We are evaluating each of our legal entities to determine how they can be sustainable and competitive in the long term.
- The commencement of Chapter 11 provides an orderly path to enhance our financial flexibility and establish a competitive capital and operating structure that can allow us to invest in and grow CHC's business long-term.
- We fully expect service to customers will continue uninterrupted throughout this process and we will remain focused on providing our customers with the safe, compliant and reliable service they have come to expect from CHC. We plan to continue to operate our flights today, tomorrow and in the future just as we always have – safely, responsibly and efficiently.
- The court-supervised process will allow us to continue to pay our employees and meet our obligations to operate without interruption consistent with Chapter 11 and applicable court orders.

### 3. Why did CHC take this action?

- Like many companies in the oil and gas industry, CHC's operations have been significantly affected by the dramatic decline in oil prices since their peak in 2014 and general uncertainty in the energy market, which has led to decreased customer demand and an increase in idle aircraft.
- Despite significant efforts to reduce costs, these factors, coupled with CHC's debt and aircraft lease obligations and operational costs, resulted in the Company's previously announced decision to engage advisors to assist in evaluating strategic alternatives to improve its financial structure.
- CHC and its advisors determined a court-supervised reorganization process provides the best and most efficient way to align the Company's debt, lease and interest costs with customer demand in the current operating environment, and help position CHC for long-term success.
- This action provides an orderly path to enhance our financial flexibility and establish a competitive capital and operating structure that can allow us to invest in and grow CHC's business long-term.
- We remain committed to maintaining our position as a world class helicopter service provider – one that continues to set the standard for safety, customer service and value across the industry.

**4. How does this affect employees?**

- It is important to understand that the Company expects to continue day-to-day operations without interruption throughout this process.
- The step we have taken in commencing Chapter 11 provides an orderly path to enhance our financial flexibility and establish a competitive and operating financial structure that can allow us to invest in and grow CHC's business long-term.
- We are committed to acting in the best interests of the Company and all of our stakeholders, including our employees.
- Employees will continue their day-to-day jobs and can expect to be paid and receive their benefits in the normal course throughout this process.
- The best way you can help is by continuing to focus on your daily responsibilities and working safely.

**5. Will I continue to be paid?**

- Yes. We expect to continue to operate without interruption throughout this process, and we expect to continue paying employee salaries.
- As part of the court-supervised reorganization process, CHC filed a first day motion with the U.S. Bankruptcy Court to continue its existing wage and benefits programs for employees in the normal course of business, including the continuation of healthcare and insurance programs.
- These motions are routine in the court-supervised restructuring process and are generally granted shortly after the filing.

**6. Is my job secure? We will have employee reductions?**

- Employees should continue their day-to-day jobs.
- We will continue to review our operations to ensure that all of our bases and other operations are running as efficiently as possible and that service capabilities are balanced with customers' demand.
- Decisions regarding our operations will continue to be made based on market conditions, our competitive position and overall company performance. We need to further reduce our costs, including our direct labor costs, and are looking at all opportunities to do so throughout the company.
- The Company's long-term success depends on its ability to properly reduce its costs and align its operations and services with customer demand.

**7. Will the reorganization affect my health insurance?**

- We do not intend to make changes to your health insurance or employer-provided life insurance in which you are currently enrolled.

**8. Are CHC's defined contribution plans (such as the Registered Retirement Plan in Canada) protected from creditors' claims now that the Company has filed for Chapter 11?**

- The funds currently in CHC's defined contribution plans are held in external trust or insurance accounts and, we understand such funds are not affected by the court-supervised restructuring process.
- As part of the court-supervised restructuring process, CHC filed a first day motion with the U.S. Bankruptcy Court to enable it to continue existing wage and benefits programs, including both employer and employee contributions to CHC sponsored retirement plans.



**9. Is my defined benefit pension protected from creditors' claims now that the Company has filed for Chapter 11?**

- The funds currently in CHC's defined benefit pension plans are held in external trust accounts administered by trustees and we understand such funds are not affected by the court-supervised reorganization process.

**10. What should I do now?**

- The most important way you can help is by continuing to focus on your day-to-day responsibilities, on working safely, responsibly and efficiently, and on providing our customers with the service they have come to expect from CHC.
- Delivering safe and reliable service to our customers remains essential to our future.
- We remain committed to maintaining our position as a world class helicopter service provider – one that continues to set the standard for safety, customer service and value across the industry.

**11. What is CHC doing to retain talent?**

- We continue to be successful in identifying talented people who are confident in CHC's future.
- We also believe the actions we are taking today and in the near future will strengthen CHC's position and result in stronger employee retention.
- Our objective is to continue to provide our people with a safe work environment, competitive pay and benefits and challenging career growth opportunities.

**12. When is CHC expected to emerge from Chapter 11?**

- It is our intent to move through this court-supervised reorganization process with the support of our key financial stakeholders as quickly and efficiently as possible.

**13. How can I obtain more information?**

- We will keep you informed, as appropriate, as our reorganization progresses. If you have additional questions, please do not hesitate to reach out to your regular contacts.
- A special section of our website, [www.chc.ca/restructuring](http://www.chc.ca/restructuring), has been developed to provide additional information.
- In addition, our claims agent has set up a website that includes free access to court documents and other information on the U.S. Bankruptcy Court process at [www.kccllc.net/chc](http://www.kccllc.net/chc).