

EMPLOYEE CLAIMS PROCESS

The following is the claims process to be used in establishing and confirming the value of claims of former employees of Canada 3000 Airlines Limited, Canada 3000 Sales Inc., Royal Aviation Inc., C3 Adventure Limitée/C3 Leisure Limited (“Leisure”) and Holiday Travel Consultants Limited . The term Trustee is used to refer to PricewaterhouseCoopers Inc. (“PWC”) in its capacity as Trustee in Bankruptcy:

- (a) With respect to unionized former employees, PWC will work with the various unions representing the former employees to quantify the claims of individual union members. Each union is authorized to file a proof of claim on behalf of all of the members of that union and PWC shall not forward individual proofs of claim directly to former union employees. Proof of claims filed by unions on behalf of former employees shall be accepted or disallowed in accordance with the provisions of the *Bankruptcy and Insolvency Act* (“BIA”);
- (b) With respect to non-unionized employees, PWC shall calculate each employee’s claim amount and insert each employee’s name, address, contact number, amount claimed (the “Specified Employee Amount”), the priority (preferred and/or unsecured) and the type of claim (unpaid wages, vacation pay, severance, expenses, bonuses, other) in a pre-printed claim form sent to employees accompanied by a schedule summarizing the components of the Specified Employee Amount and the total amount. PWC is authorized to file a proof of claim for the Specified Employee Amount for the employee unless the employee advises PWC that the Specified Employee Amount is incorrect;
- (c) Where a non-unionized employee claims a Specified Employee Amount is incorrect, he or she may forward a proof of claim form, together with supporting documentation to PWC which shall then be accepted or disallowed in accordance with the provisions of the BIA.