

STATEN VAN SINT MAARTEN			
Ingek. 28 JUL 2020			
Volgnr. 15/1073/19.20			
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Mr. Dexter Doncher
 Managing Director
 PJIAH N.V.
 Union Road #88
 Unit 12, Cole bay,
 St. Maarten

July 16, 2020

Re: Resignation or Removal from CEO Position

Dear Mr. Doncher,

By means of this letter we, the employees of the Princess Juliana International Airport Operating Company N.V. (PJIAE N.V.) are hereby requesting the immediate resignation/removal of Mr. Brian F. Mingo from his position as Managing Director with the task of Chief Executive Officer, (CEO), effective July 31, 2020.

Mr. Mingo started with the company on January 7, 2019 and has since failed to steer the company in the right direction with his leadership.

Specifically, we are requesting his immediate removal because of the following reasons:

1. From the inception Mr. Mingo appointed himself as Acting CFO of the PJIAE N.V. which was not done in accordance to the Articles of Incorporation (AOI) and without approval from the Princess Juliana Airport Holding Company (PJIAH);
2. On January 23, 2019 Mr. Mingo signed an agreement with Royal Schiphol Group (RSG) for support without proper review of the organization staff strengths and weaknesses. This is a clear indication that Mr. Mingo came in PJIAE N.V. with ulterior motives;
3. Due to Mr. Mingo's total control persona and "one man show" mentality, the company did not have the opportunity to seek alternate financing, he was just fixed with the WB/EIB loan and the company has remained stagnant;
4. The timeline for the reconstruction has been shifting after every presentation despite the technical assistance from Royal Schiphol Group (RSG);
5. For the year and half that Mr. Mingo has been with the company, we have not progressed with the reconstruction and to date, we have not yet secured a main contractor;
6. Due to the loan structure, the St. Maarten local contractors and economy will only get a pittance of the USD\$107M funding in this much needed time of economic stimulation;
7. There have been many complaints from the Chief Operations Officer (COO) pertaining to Mr. Mingo that have gone unnoticed by the Supervisory Board of Directors of which we were told that both Government and the PJIAH are aware of;
8. There are serious concerns pertaining to the working relationship with Mr. Mingo due to his lack of transparency, constant meddling in the COO and CFO tasks, his purposeful acts to exclude other Directors from essential meetings and decision making, false and malicious statements about colleagues and staff and the mismanagement of funds. The staff is not appreciated or recognized for our qualifications;

9. Mr. Mingo has a blatant disregard to accept the fact that all Managing Board members are collectively responsible and accountable for the running of PJIAE N.V. and his actions of a sole Managing Director, whereby decisions are taken without other Managing Director's input;
10. There have been complaints to the Holding Company which pertains to Mr. Mingo behavior and victimization of certain staff members;
11. Mr. Mingo has lied on many occasions to the Parliament of St. Maarten pertaining to the airport affairs;
12. Mr. Mingo has not been forthcoming to employees pertaining to the airport affairs and have kept many items secretive. The employees would only have been made aware by hearing the information from non-airport employees or on news blogs;
13. Mr. Mingo has purposely victimized staff for his own selfish motives by deeming them incompetent and then promoting or utilizing other staff for the same functions because he can manipulate them into doing his bidding.
14. Mr. Mingo has been deceiving Managers with false promises of promotions to accomplish his "divide and conquer" method.

Basically, Mr. Mingo has failed PJIAE N.V. employees and the airport community. The top accomplishments in which the company has seen since Hurricane Irma are the reopening of the airport on October 10, 2017 by utilizing the make-up area. Subsequently, in 2018 operations were temporarily moved into Pavilions. Finally, in December 2018, the operations were relocated to the ground floor of the Terminal Building, to which they currently remain a year and a half later.

Furthermore, it has been a year and half and Mr. Mingo has spent that time having various audits done in the hopes to establish that the company funds have been mismanaged. The employees are well aware that the company is audited annually by an independent, objective and external Audit Firm, to which Unqualified Opinions have been received. Furthermore, the monies spent on those various audits could have been utilized more appropriately.

The biggest failure that Mr. Mingo has committed was the victimization of the 270 employees in terms not agreeing to pay the staff their remuneration due to them for the from 2017 to 2019, which was promised to be paid after the receipt of the Insurance Proceeds. Despite, the unions requests to pay the debt, Mr. Mingo on his own account took the decision to withhold payments and thus breaching the CLA between PJIAE N.V. and the Union. At that time the employees indicated that "Enough is Enough" and to please pay what is due to us. Eventually, the Managing Board conceded only because their jobs were on the line. Furthermore, during the negotiations 4 hours were wasted in concluding the matter though the mandate was clear. This clearly shows that games were being played with the employees. This also clearly shows that Mr. Mingo does not have any good intentions for the employees as Mr. Mingo sought legal advice on how to circumvent the staff mobilization and punish the employees that were only standing up for their rights.

Note that the Insurance proceeds was received in April 2020 and the staff only received their remuneration in July 2020. Based on the staff standing up for their rights, Mr. Mingo caused

embarrassment to the airport as flights had to be diverted and could not operate at the airport and passengers had to be turned away. This could have all been avoided if Mr. Mingo had empathy, had human qualities and was a good leader. Instead Mr. Mingo caused division and acted as barbarian.

After this occurrence the Management Team (consisting of Managers and Directors) requested a meeting to discuss the situation and other concerns with the Managing Board on July 8, 2020. The following was concluded from the meeting:

1. Mr. Mingo is a deceiver as he was caught in dishonesties, he lacks transparency;
2. Mr. Mingo made it clear that he would be well in his right to issue letters to staff that mobilized;
3. Mr. Mingo has no respect for staff and the fact that they are educated; and
4. Mr. Mingo is not the CEO to lead SXM Airport. Based on Mr. Mingo modus operandi and secretive tactics only person from Schiphol Group will be in management functions and well-educated indigenous St. Maarteners will be the ones in custodial jobs, if that.

As employees of SXM Airport, we say "ENOUGH is ENOUGH". We have lost all trust in Mr. Mingo; he exhibits poor management of the company and we are more than capable of continuing without Mr. Brian F. Mingo and by means of this letter.

Furthermore, Mr. Mingo no longer has our support as he has created a big disconnect with us, he is managing the company poorly, our professional goals and our drive to move the company forward are not taken seriously. We are treated as second class citizens in our own organization, yet we were responsible for building the organization. We are requesting his immediate Own Resignation or Removal from the Company by July 31, 2020.

Sincerely,
PJIAE N.V. EMPLOYEES

Cc:
The Honorable Prime Minister
The Honorable Minister of TEATT
The Honorable President of Parliament
The Honorable Council of Ministers

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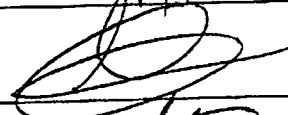
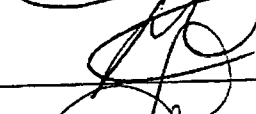
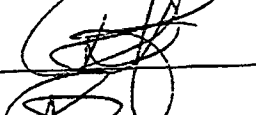
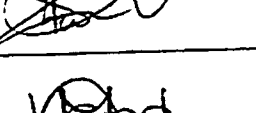
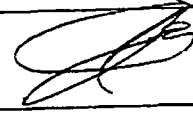
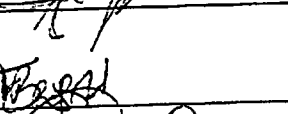



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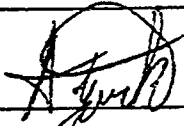
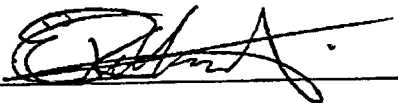
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