

13th November, 2023

Mr. Rolston Potter
Chairman -Board of Directors
Antigua & Barbuda Airport Authority
VC Bird International Airport

Dear Mr. Potter

I wish to note for the record two verbal exchanges between Prime Minister, The Honorable Gaston Brown and I as detailed below.

- On November 9th 2023, I received a call from Honorable Gaston Brown where he berated me in the presence of Osmond Lake of Sunrise Airways, for telling Mr. Lake that in two weeks he and I can enter further discussion about a business opportunity for the airport. The PM wanted to know why two (2) weeks and not two days. I attempted to explain that yes I did tell Mr. Lake we could speak in two (2) weeks and shared the reason being that I was in the final stages of a USD\$100 million loan deal for the airport and that was my focus for this week and next. The Prime Minister responded saying that I was not the one doing the work on the deal but rather it was consultants. He further stated he was aware that the agreements had not yet been circulated.

The PM's response was shocking and most egregious, as ABAA has not now or ever employed any consultant to review commercial terms of any loan facility. As CEO, I have worked tirelessly to see this deal through to this final point where closing was scheduled for this week. We certainly could not be discussing closing unless agreements were near review completion.

I must note that November 9th 2023, was one of the most embarrassing, demoralizing and demotivating experience of my career to date. I also wish to share that Mr. Lake called after to apologize, because he felt embarrassed at the outcome and also reiterated the PM's claim that I was not the one doing the work on the loan deal.

- The following day, November 10th 2023, I received a call again from the PM indicating that he was in Barbuda to get an update on the airport. I was in Antigua. The update was clearly from the PLH group and not the body enacted by Parliament to make provisions for the ownership, control, management and development of airports in Antigua and Barbuda; and for matters connected generally with management of airports.
Based on the information, I can only assume garnered from the PLH group, the Prime Minister asked several questions, to which I did my best to respond or explain where necessary. The PM rebutted every explanation I gave based on immediate feedback from the PLH persons present, of which many facts were misrepresented or skewed. The PM, however, chose to believe the PLH personnel versions, and this was of course very disturbing. I responded questioning why he would believe what was told to him by PLH over me. The PM then accused me of raising my voice, and shouted at me "girl go home, I'm fed up of you, you are an obstructionist." "Girl" I am not, I am a professional WOMAN and a Public Servant,

being attacked by the "leader" of Antigua & Barbuda in the presence of several persons. The PM continued his tirade and then further went on to instruct me to have the airport open by December since PLH had lots of people needing to fly into Barbuda. These few lines are but a summarized version of our conversation.

I have been a dedicated Public Servant employed by ABAA for the past 11 years and my record speaks for itself. As CEO I can laude my successes, and use this opportunity once again to reiterate accomplishments noted in my correspondence to you on October 18th 2023:

- Development of a Capex plan after fully assessing and documenting all the issues which have plagued the operation of the new VCBIA terminal since opening in 2015 along with a planned approach and requisite budget.
- Constitution of a Mini Master Plan Committee to fully examine the factors necessary to maintain our lead in the region as an airport to watch.
- Creation of a "Charting the future of VCBIA" five (5) year capital improvement project plan informed by the findings of the master plan committee to include:
 - Rehabilitation of runway & apron with a planned execution based on best practices not followed on previous rehabilitation projects.
 - Rehabilitation of Echo formerly Runway 10, an area that has not been rehabilitated since its original construction in 1943.
 - Creation of an inhouse planning team which has produced conceptual designs for 1)terminal upgrades, 2)cargo development, 3)plans for old terminal rehabilitation, 4) complete land registry of all the parcels within and around VCBIA and 5) catalogue of all the Navais of the VCBIA and complete conditions assessment.
- Covid Management
 - The Executive team of ABAA worked tirelessly, due to several Senior Management positions remaining unfilled because of financial concerns of the board regarding ABAA's ability to pay salaries. In fact, those positions were advertised, and I was berated by the Board for advancing plans to fill those positions and mandated halt recruitment plans immediately. While government ministries closed daily and many offices and businesses remained closed across Antigua & Barbuda, VCBIA never closed.
 - My Team, along with the invaluable partnership of stakeholders, and government ministries and agencies, was able to design and implement the necessary processes and protocols to assure the safety of its employees, aviation stakeholders, and valuable passengers. Antigua's VCBIA is notable for being the first airport in the OECS to open its doors to commercial passenger traffic and in 2021 was awarded, "Caribbean Airport of the Year " by the Caribbean Journal in its 2022 Caribbean Travel Awards, citing, "...world-class experience that just keeps getting better"
 - Revenues contracted almost 100% as ABAA struggled with keeping **ALL** employed at full pay. This was accomplished by creative ingenuity and sacrifice by Management.
- Homeporting – the ABAA team's successful execution of the homeporting activities have been well lauded. At the Global Ports ceremony, in your presence, PNO - the cruise handler's Operations Manager and DWF - cruise ground handler's President expressed appreciation for the professionalism and input from the ABAA team. The Cruise Port Manager also issued a letter of gratitude for the efforts of the team that resulted in the overall success of the operation.

- Financial Performance – For the past year I have been the lead negotiator in the USD \$100 million loan facility that will be used to fund our Capital Improvement plan, and fund other non-aviation related GOAB projects. The fact that the GOAB can rely on the ABAA to borrow money on its behalf is a testament to my financial stewardship for the past 10 years as well as the fact that this achievement is within the context that the authority has been without a Chief Financial Officer for the past year.

On Saturday, 11th November, during his weekly radio show, the Prime Minister of Antigua & Barbuda released a tirade of half truths and untruths in an unbridled attempt to assassinate my personal character and professional reputation as well as to bully and intimidate me as a public servant. I find this public attack to be most offensive, inappropriate and unacceptable from the office of the Prime Minister. I am a 55 year old professional and reiterate that I have been a loyal servant of the government of Antigua and Barbuda for the past 11 years. I am proud of my stellar performance in the last four years as CEO, particularly guiding the Authority through the throes of the covid Pandemic. Unfortunately for me, I feel constrained by the current circumstances to tender my resignation as Chief Executive Officer of the Antigua & Barbuda Airport Authority effective immediately.

I reserve all my legal rights and remain a faithful national of Antigua & Barbuda.

Respectfully and Sincerely yours

A handwritten signature in dark ink, consisting of a large, stylized 'V' followed by a series of loops and a horizontal line at the end.

V. Euletta Francis
Chief Executive Officer

Cc Honourable Charles Fernandez
Minister of Tourism, Civil Aviation, Transportation and Investment