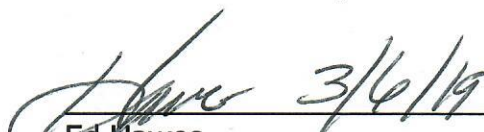


Settlement Agreement
Between Horizon and AFA-CWA

Due to an AIMS system error, the Credit Sort List was not properly updating for the period of time from approximately August 9, 2018 to November 13, 2018. This, at times, prevented short call flight attendants from knowing where their accumulated credits placed them on the list for call out purposes. In full and final settlement of grievance 06-99-02-21-18, Horizon Air Industries, Inc. ("the Company") and the Association of Flight Attendants-CWA ("the Association") agrees as follows:

1. All Flight Attendants who were awarded a reserve line in the months of August, September, October or November of 2018 will be paid one (1) credit hour total as compensation for the delay in having the credit sort list update in "real time".
2. This settlement shall only apply to the error identified in grievance 06-99-02-21-18.
3. Once payout is confirmed, the Association will withdraw the above-referenced grievance.

FOR ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO



Ed Hawes
MEC President

FOR HORIZON AIR
INDUSTRIES, INC.



Dee Dee Caldwell
Dir, Inflight Ops & Labor Relations