

SIDELETTER OF AGREEMENT
between
ASSOCIATION OF FLIGHT ATTENDANTS-CWA
and
HORIZON AIR INDUSTRIES, INC.

Bidding Timelines

This agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, between HORIZON AIR INDUSTRIES, INC (hereinafter referred to as the "Company") and the Flight Attendants in the service of HORIZON AIR INDUSTRIES, INC, Inc., as represented by the Association of Flight Attendants-CWA (hereinafter referred to as the "Association").

WHEREAS, the Company and the Association are parties to a collective-bargaining agreement setting forth the terms and conditions of the Flight Attendants' employment; and

WHEREAS, the parties wish to establish a procedure for more predictable scheduling during the COVID-19 and to reduce close-in operational rescheduling,

NOW, THEREFORE, it is mutually agreed to and understood by and between the parties that:

1. For the May 2020 bid month, the Flight Attendant PBS bid window will be from 0900 PDT on April 4th through 0900 PDT on April 8th.
2. This Letter of Agreement may be extended for subsequent bid periods by mutual agreement. Should that occur, bids would open at 0900 PDT on the 4th day of the month prior to the bid month and would close at 0900 PDT on the 8th day of the month prior to the bid month.

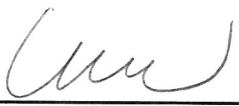
Dated this 23rd day of March, 2020.

FOR THE ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

FOR HORIZON AIR INDUSTRIES, INC.

Sara Nelson
International President

Dee Dee Caldwell
Director Inflight Ops & Labor Relations



Lisa Davis-Warren
MEC President

Kimberley Chaput
Senior Staff Negotiator